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SALARIES AND WAGES
IN CANADIAN HOSPITALS
1962 TO 1975

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SALARIES AND WAGES
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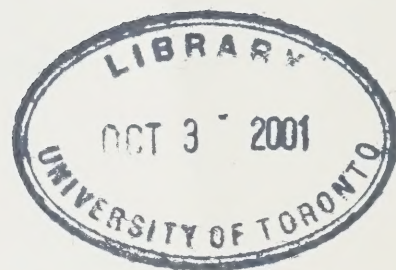
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FOREWORD

This is the third bulletin dealing with salaries and wages in Canadian hospitals. The two earlier publications covered the periods 1962 to 1970 and 1969 to 1973 respectively. This bulletin spans the entire period 1962 to 1975, thereby superseding the previous publications which are now out of print.


The magnitude of expenditures for hospital salaries and wages, which in the current year will exceed four billion dollars, is an indication of the importance of this item in any general consideration of national health costs. The study is therefore particularly appropriate at this time when public concern is focussed increasingly upon health expenditures and their annual escalation.

The primary data source for this study is the Canada Department of Labour publication Wage Rates, Salaries and Hours of Labour. Staff of the Canada Department of Labour furnished considerable assistance by making available special tabulations and providing advice on request. The co-operation of the Government of the Province of Quebec enabled adjustments to be made to the hospital earnings data of the province in order to reflect increases awarded retroactively, thereby permitting meaningful interprovincial comparisons. All this assistance is sincerely appreciated and gratefully acknowledged.

This study was prepared in the Institutional Economics Unit by Mr. Gilles Fortin under the supervision of Mr. W. Arrowsmith and under the general supervision of Dr. A. Tarasofsky, Chief, Health and Hospital Economics.



William A. Mennie, Director
Health Economics and Statistics
Health Programs Branch



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SUMMARY

Hospital cost increases have become the focus of considerable concern in recent years. Wages represent the greater proportion of hospital operating expenses.

This report examines the increase in average salary rates of hospital employees from 1962 to 1975. Hospital employees in non-supervisory occupations received an average increase of approximately 17.5 per cent in 1974 and 21.5 per cent in 1975 compared to an average annual increase of about 11 per cent during the period 1966-1975. From 1966 to 1975, lower-paid occupations usually obtained higher percentage increases than higher-paid occupations. Comparisons between provinces indicate that hospital employees in British Columbia generally had the highest percentage increases in salary in the period 1966-1975. The salary ratio of females to males in similar occupations improved from 1966 to 1975 for all seven non-supervisory occupations for which sex comparisons were possible.

Supervisory and administrative personnel received percentage increases similar to those of non-supervisory personnel from 1966 to 1974.

In 1975, in the largest community of each province, for dietary and housekeeping non-supervisory occupations, average weekly salary rates in hospitals were generally above those paid for approximately similar occupations in other industries. Except in Vancouver, Edmonton, and Montreal, the opposite situation existed for the maintenance and service occupations.

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SECTION 1

I N T R O D U C T I O N

This report presents occupational earnings in Canadian hospitals for non-supervisory personnel from 1962 to 1975, and for administrative and supervisory personnel from 1966 to 1976. It also makes comparisons of wage rates paid in hospitals with those paid in other industries in the same community for reasonably similar non-supervisory occupations in 1974 and 1975.

The data for non-supervisory personnel are derived from Labour Canada annual survey of salary rates. Although all Canadian establishments having 20 or more non-supervisory employees were surveyed, some establishments did not report in each year. This study shows the average occupational earnings in the responding establishments. When comparing the average salary rates through the years, the reader should keep in mind that the responding establishments were not the same from year to year. Furthermore, the mix of educational qualifications, job experience, and assigned duties of the employees classified in one occupation may have changed within the same establishment from year to year and resulted in different pay levels. Those factors may account for seemingly unusual annual changes in average salaries for some occupations.

The same remarks also apply to the average rates for administrative and supervisory personnel calculated from six biennial salary surveys conducted by the journal Hospital Administration in Canada in active treatment hospitals from 1966 to 1976.

Statistical tables in Appendix B of the report present detailed salary information for general use or reference. Tables in the text, placed near pertinent textual discussion, are designed in such a way that the reader may easily refer to them for comparison, analysis, or emphasis concerning the particular discussion.

SECTION 2

EARNINGS TRENDS OF NON-SUPERVISORY PERSONNEL
IN CANADIAN HOSPITALS, 1962 TO 1975

This section presents earnings trends of personnel in 32 selected non-supervisory hospital occupations from 1962 to 1975. The 32 selected occupations are grouped into four broad categories of services as follows:

Nursing Services

1. Nurse Aide
2. Nurse, General Duty
3. Nursing Assistant
4. Orderly, Certified
5. Orderly, Uncertified
6. Psychiatric Attendant, Male
7. Psychiatric Attendant, Female

Diagnostic and Treatment Services

8. Diagnostic - Radiological Technician, Male
9. Diagnostic - Radiological Technician, Female
10. Medical - Laboratory Technician, Male
11. Medical - Laboratory Technician, Female
12. Medical - Laboratory Technologist, Male
13. Medical - Laboratory Technologist, Female
14. Morgue Man
15. Physiotherapist

Dietary and Housekeeping Services

16. Chambermaid
17. Cook, Institution, Male
18. Cook, Institution, Female
19. Cook, Helper, Male
20. Cook, Helper, Female
21. Laundryman, Heavy Duties
22. Laundrywoman, Light Duties
23. Seamstress, Linen Room

Maintenance and Service

24. Boiler Operator
25. Carpenter, Maintenance
26. Electrical Repairman
27. Labourer, Non-Production
28. Stationary Engineer, 1st class
29. Stationary Engineer, 2nd class
30. Stationary Engineer, 3rd class
31. Stationary Engineer, 4th class
32. Truck Driver, Light and Heavy

I NATIONAL TRENDS

Table 1(a) (see Appendix B) shows the Canadian average monthly earnings for 13 non-supervisory hospital occupations on October 1, 1962, and for a maximum of 32 occupations on October 1 of each year* from 1966 to 1975. The data for 1962 are derived from the Labour Canada first survey of hospital salary rates covering all Canadian hospitals with 20 or more employees. The Department of Labour did not conduct the survey in 1963, 1964 and 1965, but designed a more comprehensive survey, for 32 hospital occupations, which has been conducted annually since 1966.

The salary information covers the normal pay period before October 1. The term "normal pay period" means a pay period in which there were no strikes, unusual layoffs or other abnormal conditions. Wage changes occurring on or after October 1 are not included, except in Quebec where adjustments were considered necessary because of substantial lump sum cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and important increases in salary scales retroactive to July 1, 1971 and July 1, 1975.

In 1973, the Department of Labour adopted the terminology of the Canadian Classification and Dictionary of Occupations in preference to that of the American Dictionary of Occupational Titles which was used previously. The present report utilizes the new nomenclature which is somewhat different from that of our two former publications Salaries and Wages in Canadian Hospitals, 1962 to 1970 and Salaries and Wages in Canadian Hospitals, 1969 to 1973. Time-series analysis from 1966 to 1975 can be made for all occupations listed in Table 1(a) using the Canadian terminology, except for the occupation of physiotherapist which now replaces the occupation of remedial gymnast surveyed before 1973.

Comparisons, among occupations, of changes in salary rates may be made on a year-to-year basis using annual percentage increases, or for a number of years using average annual rates of growth or the total percentage increases.

* Except in 1972, when average salary rates were not available in Quebec.

Table 1(b) in Appendix B shows the annual percentage increases in occupational earnings for the 32 non-supervisory hospital occupations. The table also provides average annual rates of growth in earnings for the period from 1966 to 1975, as well as total percentage increases from 1962 to 1975 and from 1966 to 1975.

1. Annual Percentage Increases

Table A is based upon the annual percentage increases reported in Table 1(b). This table indicates that the rates of change in occupational earnings moved in the same direction for a large majority of occupations during one given year. The unweighted arithmetic mean of the annual percentage increases (which gives each occupation equal importance independently of the number of employees in each occupation) measures the amplitude of the annual rates of change. Table A shows that this average increase, around 6 per cent in 1962-1966, went through a series of fluctuations to finally reach a peak of about 21.5 per cent in 1975.

Table 1(b) shows that, although the majority of occupations in 1975 had an increase in salary between 20 and 25 per cent, the average earnings of male and female medical-laboratory technicians rose by only 12.9 and 13.8 per cent respectively. The number of male medical-laboratory technicians reported in 1975 was much higher than that of 1974 in Quebec, and substantially lower in Ontario. This change in the distribution of the reported employees among provinces resulted in a low rate of increase in the salary of male medical-laboratory technicians for Canada as a whole, because rates in Quebec were lower than in Ontario. With regard to female medical-laboratory technicians, their low percentage increase reflects lower average earnings in 1975 than in 1974 in British Columbia.

The highest rate of increase in occupational earnings, in 1975, in each of the four categories of services was: 24.8 per cent for nursing assistant in nursing services; 23.1 per cent for female medical-laboratory technologists in diagnostic and treatment services; 27.5 per cent for female cooks in dietary and housekeeping services; and 22.5 per cent for truck drivers in maintenance and service.

TABLE A

PERCENTAGE INCREASES IN HOSPITAL OCCUPATIONAL EARNINGS, 1962-1975

	Periods											
	1962-66	1967	1968	1969	1970	1971	1971-73	1974	1975			
	(average annual)						(average annual)					
Unweighted arithmetic mean of the annual percentage increases in salaries	6.3%	9.3%	8.8%	7.1%	6.4%	11.1%	7.7%	9.8%	17.5%	17.6%	21.6%	21.4%
No. of occupations covered	13	13*	31	31	31	31	31	31	32**	31	32**	
No. of occupations for which the rate of growth in salary increased or remained the same		12		10	11	26	3	24	28		27	
No. of occupations for which the rate of growth in salary decreased		1		21	20	5	28	7	3		5	
No. of occupations covered		13		31	31	31	31	31	31	32**	32**	

* When only the 13 occupations for which salary rates were reported in 1962 are considered.

** When the occupation of physiotherapist which was first surveyed in 1973 is also considered.

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

2. Average Annual Rates of Growth

Table 1(b) also shows average annual rates of growth in occupational earnings for the period 1966-1975, calculated by the "terminal-year method".* These range from 9.0 per cent for male psychiatric attendants or for 1st and 2nd class stationary engineers to 13.6 per cent for female medical-laboratory technicians. The unweighted arithmetic means of the rates of growth for the occupations in diagnostic and treatment services (11.7 per cent) and in dietary and housekeeping services (11.6 per cent) are higher than those for the occupations in nursing services (11.0 per cent) and in maintenance and service (9.9 per cent).

* A short method for computing the average annual rate of growth when the salary rate at the beginning of the period, the salary rate at the end of the period, and the number of years in the period are known.

$$r = \sqrt[n]{\frac{E}{B}} - 1$$

where B = the salary rate at the beginning of the period

 E = the salary rate at the end of the period

 n = the number of years of change

 r = the average annual rate of growth as a decimal

Example: $r = \sqrt[9]{\frac{661}{232}} - 1 = 0.123, \text{ or } 12.3 \%$

3. Total Percentage Increases

The figures at the right of Table 1(b) show the percentage changes in the earnings of hospital employees from 1962 to 1975 and from 1966 to 1975. The percentage increases from 1962 to 1975 differ significantly among the 13 occupations for which they are given, ranging from 171.6 per cent for male psychiatric attendant to 293.3 per cent for chambermaid. The percentage increases from 1966 to 1975 cover 31 occupations, and consequently permit more comparisons between occupational earnings. Female medical-laboratory technicians obtained the highest percentage increase in salary from 1966 to 1975 (215.0 per cent) while 2nd class stationary engineers had the lowest percentage increase (117.2 per cent). Outstanding percentage increases sometimes reflect a "catching-up" during the period by the relatively low-paid occupations. For example, female medical-laboratory technicians were paid the lowest average monthly salary in diagnostic and treatment services in 1966, but received the highest percentage increase in earnings from 1966 to 1975. Similar observations can also be made for chambermaids in dietary and housekeeping services, and non-production labourers in maintenance and service. A careful examination of the percentage increases indicates that employees with the lowest salaries in 1966 generally obtained greater percentage increases in salaries than employees in better-paid occupations within the same broad category of services. Although the lower-paid occupations usually received a proportionately greater increase than the higher paid occupations, in many cases their absolute dollar increase was smaller. Consider the following example which shows the average monthly salaries of nurses' aides and general duty nurses in 1966 and 1975.

Occupation	Salary Rate 1966	Salary Rate 1975	Percentage Increase	Dollar Increase
Nurse Aide	\$232	\$661	184.9%	\$429
General Duty Nurse	\$389	\$1,048	169.4%	\$659
Ratio of Nurse Aide Salary to General Duty Nurse Salary	.596	.631		

The ratio of the salary of nurses' aides to the salary of general duty nurses increased from .596 to .631 between 1966 and 1975, since nurses' aides received a greater percentage increase in salary (184.9) than general duty nurses (169.4). On the other hand 184.9 per cent of \$232 results in a smaller dollar increase than 169.4 per cent of \$389. The problem is that as salary rates draw closer together in relative terms they may move farther apart in absolute terms. In this study we place more emphasis upon percentage increases than on dollar increases with a caution that the foregoing possibility should be borne in mind. The last column of Table 1(b) shows salary increases in dollars from 1966 to 1975.

Table B ranks the occupational salary rates in 1966 and their respective percentage increases from 1966 to 1975 on the basis of their importance. The table shows that the higher salary rates are generally associated with the lower percentage increases.

The Spearman's rank correlation coefficient measures the degree of association between two variables according to the rank of the values of each variable. The correlation coefficient ranges from - 1 to + 1, where + 1 indicates a perfect positive correlation and - 1 a perfect negative correlation between the two groups of ranks.

The coefficient of rank correlation calculated from Table B is -.76. This negative coefficient, which is significant at the 1% level for a one-tailed test, indicates a narrowing of the salary differential between occupations, in percentage terms, from 1966 to 1975.

TABLE B

RANKS OF OCCUPATIONAL SALARY RATES IN 1966 AND OF THEIR
PERCENTAGE INCREASES FROM 1966 TO 1975

Occupation	Ranks of Salary Rates 1966	Ranks of Per- centage Increases 1966 - 1975
Stationary Engineer, 1st class	1	29
Stationary Engineer, 2nd class	2	31
Electrical Repairman	3	22
Stationary Engineer, 3rd class	4	28
Carpenter, Maintenance	5	26
Diagnostic-Radiological Technician, Male	6	15
Medical-Laboratory Technologist, Male	7	14
Nurse, General Duty	8	12
Stationary Engineer, 4th class	9	25
Medical-Laboratory Technologist, Female	10	11
Diagnostic-Radiological Technician, Female	11	13
Psychiatric Attendant, Male	12	30
Cook, Institution, Male	13	24
Truck Driver, Light and Heavy	14	27
Morgue Man	15	18
Boiler Operator	16	23
Orderly, Certified	17	19
Psychiatric Attendant, Female	18	21
Medical Laboratory Technician, Male	19	10
Laundryman, Heavy Duties	20	20
Cook Helper, Male	21	16
Orderly, Uncertified	22	17
Nursing Assistant	23	4
Cook, Institution, Female	24	7
Labourer, Non-Production	25	8
Medical-Laboratory Technician, Female	26	1
Seamstress, Linen Room	27	9
Cook Helper, Female	28	5
Nurse Aide	29	6
Laundrywoman, Light Duties	30	3
Chambermaid	31	2

Spearman's Rank Correlation Coefficient $r_s = -.7625$

Student's $t = 6.35$, which is significant at the 1% level for
a one-tailed test

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

TABLE C

RANKS OF OCCUPATIONAL SALARY RATES IN 1966 AND OF THEIR
PERCENTAGE INCREASES FROM 1966 TO 1975, WITHIN EACH CATEGORY OF SERVICES

Categories of Services	Ranks of Salary Rates 1966	Ranks of Percentage Increases 1966-1975	Spearman's Rank Cor- relation Coefficient
<u>Nursing Services</u>			
Nurse, General Duty	1	3	
Psychiatric Attendant, Male	2	7	
Orderly, Certified	3	5	-.57
Psychiatric Attendant, Female	4	6	N.S.*
Orderly, Uncertified	5	4	
Nursing Assistant	6	1	
Nurse Aide	7	2	
<u>Diagnostic and Treatment Services</u>			
Diagnostic-Radiological Technician, Male	1	6	
Medical-Laboratory Technologist, Male	2	5	
Medical-Laboratory Technologist, Female	3	3	
Diagnostic-Radiological Tech., Female	4	4	-.61
Morgue Man	5	7	N.S.*
Medical-Laboratory Technician, Male	6	2	
Medical-Laboratory Technician, Female	7	1	
<u>Dietary and Housekeeping Services</u>			
Cook, Institution, Male	1	8	
Laundryman, Heavy Duties	2	7	
Cook, Helper, Male	3	6	-.98
Cook, Institution, Female	4	4	p<.05
Seamstress, Linen Room	5	5	
Cook Helper, Female	6	3	
Laundrywoman, Light Duties	7	2	
Chambermaid	8	1	
<u>Maintenance and Service</u>			
Stationary Engineer, 1st class	1	8	
Stationary Engineer, 2nd class	2	9	
Electrical Repairman	3	2	-.68
Stationary Engineer, 3rd class	4	7	p <.05
Carpenter, Maintenance	5	5	
Stationary Engineer, 4th class	6	4	
Truck Driver, Light and Heavy	7	6	
Boiler Operator	8	3	
Labourer, Non-Production	9	1	

* N.S. denotes not significant at the 5% level for a one-tailed test.

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

Table C ranks the occupational earnings in 1966 and the 1966-1975 percentage increases within the same category of services according to their value. The calculated coefficient of rank correlation within each of the four broad categories of services is the following: -.57 for nursing services; -.61 for diagnostic and treatment services; -.98 for dietary and housekeeping services; and -.68 for maintenance and service. Only the last two coefficients are significant at the 5% level for a one-tailed test.

Comparison of the total percentage increases in Table 1(b) indicates whether the salary position of a lower-paid occupation improved or deteriorated relative to a higher-paid occupation from 1966 to 1975. If we say, for example, that the total percentage increase for nurses' aides is 184.9 compared to 169.4 for general duty nurses, this implies an improvement of the salary position of nurses' aides relative to general duty nurses between 1966 and 1975. While the total percentage increase indicates that nurses' aides were better off in 1975 than in 1966 relative to general duty nurses, there is, however, no evidence that this was also the case in the intermediate period 1967-1974. We are therefore interested in considering the growth paths of the occupational salary rates during that period.

The following example makes clear that two occupations may have had the same salary rates in 1966 and 1975, but very different growth paths in salaries. Suppose that occupations A and B had the same monthly salary rates in 1966 (\$200) and in 1975 (\$1,420). Table D depicts the extreme situation where the rate of growth in salary for occupation A was higher from year to year, while that for occupation B declined annually between 1966 and 1975.

In both 1966 and 1975, the salary rate of occupation A was 100 per cent of that of occupation B. However, the relative position of the two occupations over the intermediate period 1967-1974 is given by the ratio of their respective total earnings during that period. The annual earnings of each occupation is calculated by multiplying the given monthly rate by 12. The total earnings over the period is simply the addition of the annual earnings. The ratio of the total earnings of occupation A to those of occupation B during the period 1967-1974 is 56 per cent. This ratio shows that the relative position of occupation A during this period

was not as good as one would have expected by looking only at the salary ratios for 1966 and for 1975 (100 per cent).

Given the existence of interest rates and the possibility of lending, it is always better to receive money earlier rather than later. Thus the value of a wage payment is affected by when it is received and it follows that in appraising the earnings of an occupation during the period 1967-1974, we cannot simply add up the wage payments made during the period. It is necessary to correct for the "time-value" of money by discounting the flow of wage payments by an appropriate factor in order to obtain the discounted value in 1967. For example, we may discount the earnings of occupations A and B during the period 1967-1974 by an annual rate of, say ten per cent. In that case the ratio of the discounted earnings is 55 per cent (compared to the previous 56 per cent for the non-discounted earnings).

Table E shows the ratio of the lowest occupational salary rate to the highest occupational salary rate in the same category of services in 1966. The table also provides the salary ratio for the same occupations in the last year 1975. The ratios of the total non-discounted earnings of the occupations during the intermediate period 1967-1974 as well as those of the discounted earnings, subject to an assumed annual rate of discount of ten per cent, are also given in the table.

Table E indicates that the relative salary position of the lowest-paid occupations in the period 1967-1974 was better than in 1966, but better still in 1975.

If we want to know which of the four broad categories of services fared better in terms of percentage changes in earnings from 1966 to 1975, we may calculate a composite salary index number for each category of services. We can weight the occupational salary rates by the number of employees in each occupation and construct a weighted aggregative salary index ⁽¹⁾ for 1975 by dividing the aggregate of the weighted occupational earnings of 1975 by that of 1966. When the weights are the number of employees in the current year 1975, the index is called a Paasche index ⁽²⁾. Table 1(c) in Appendix B gives the

(1) For discussion of unweighted salary indices, see Appendix A.

(2) A Laspeyres index using base year weights cannot be constructed since the number of employees per occupation is not available for 1966.

TABLE E

SALARY RATIOS OF THE LOWEST-PAID TO HIGHEST-PAID OCCUPATIONS IN EACH CATEGORY OF SERVICES IN 1966, AND SALARY RATIOS OF THE SAME OCCUPATIONS IN THE PERIOD 1967-1974, AND IN 1975

	Salary Ratios			
	1966 Ratio of Salary Rates	1967-74 Ratio of Total Non-Discounted Earnings	1967-74 Ratio of Total Discounted Earn- ings (at 10% annually)	1975 Ratio of Salary Rates
1. Lowest-Paid Occupation in 1966				
2. Highest-Paid Occupation in 1966				
<u>Nursing Services</u>				
1. Nurse Aide	.60	.61	.60	.63
2. Nurse, General Duty				
<u>Diagnostic & Treatment Services</u>				
1. Med.-Lab. Tech- nician, Female	.66	.73	.71	.81
2. Diag.-Rad. Tech- nician, Male				
<u>Dietary and House- keeping Services</u>				
1. Chambermaid	.61	.68	.67	.76
2. Cook, Male				
<u>Maintenance & Service</u>				
1. Labourer, Non- Production				
2. Stationary Engineer, 1st class	.49	.57	.57	.62

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

number of employees reported in each occupation in 1975. Table F shows the weighted arithmetic means of the salary rates for the four broad categories of hospital services in 1966 and 1975, using the number of employees of 1975 as weights. The Paasche index (which corresponds to the ratio of the means) is given at the right of the table.

TABLE F
PAASCHE SALARY INDEX

Categories of Services	Weighted av. Salary rate 1966	Weighted av. Salary rate 1975	Paasche Salary index 1975 (1966 = 100)
Nursing Services	\$333	\$899	270
Diagnostic & Treatment Services	353	967	274
Dietary & Housekeeping Services	245	687	280
Maintenance & Service	390	917	235

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

Table F indicates that the highest-paid group in 1966, the maintenance and service category, received the lowest percentage increase from 1966 to 1975. In contrast, the lowest-paid group in 1966, the dietary and housekeeping services category, obtained the highest percentage increase.

The Paasche index tends to give more importance to high than to low salary rates, but a second composite salary index, the weighted relative salary index (or weighted arithmetic mean of relatives) offsets the excessive influence of the high salary rates. This salary index, for a given category of services, weights the 1975/1966 salary relatives of each occupation in that category according to the corresponding number of employees in 1975. Table G compares the results obtained by the Paasche salary index and the weighted relative salary index for the four broad categories of hospital services.

TABLE G

PAASCHE SALARY INDEX AND WEIGHTED RELATIVE SALARY INDEX

Categories of Services	Paasche Salary Index 1975 (1966 = 100)	Weighted Relative Salary Index 1975 (1966 = 100)
Nursing Services	270	272
Diagnostic and Treatment Services	274	276
Dietary and Housekeeping Services	280	283
Maintenance and Services	235	239

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

II INTERPROVINCIAL COMPARISONS

Tables 2(a) to 11(a) in Appendix B present average occupational earnings in hospitals by province on October 1, 1962 to 1975, while Tables 2(b) to 11(b) show the percentage increases. The average salary rates in Quebec as shown in Table 6(a) were adjusted for lump sum cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and for increases in salary scales retroactive to July 1, 1971 and July 1, 1975. Those adjustments were judged necessary because of their magnitude and made possible because of province-wide collective agreements for hospital employees in Quebec.

One should be cautious in making comparisons between provinces of occupational salary rates at one point of time. Wage rates, being subject to ongoing change, cannot be analyzed effectively by static data related to a situation at one point of time. For the purpose of discussion it is assumed that all rates are current and therefore reasonably comparable. In fact some rates may reflect settlements reached many months earlier and re-negotiation may be imminent; yet others, by contrast, may reflect very recent adjustments.

Table 12 and 13 rank the provinces according to the average salary paid to the employees in a given occupation in 1966 and in 1975. Ideal conditions for ranking exist when average salary rates are available for all ten provinces for that specific occupation. But in fact, salary rates for a number of occupations were not available for some provinces in 1966 and 1975. Average salary rates have been provided for all ten provinces for only 13 occupations in 1966 and 9 occupations in 1975.

As Prince Edward Island hospitals did not report for most occupations in 1966 and 1975, it is possible by excluding Prince Edward Island to rank nine provinces for 16 common occupations in 1966 and 1975. A point system in Table 14 indicates the relative position of the nine provinces in respect to hospital earnings levels in 1966 and 1975. A province with rank 1 is given 16 points; rank 2 is attributed 14 points, etc. Quebec obtained the highest total of points for the 16 occupations in 1966, followed closely by British Columbia. Ontario ranks third, while Alberta, Saskatchewan, and Manitoba are respectively in fourth, fifth and sixth positions. The Atlantic provinces

take the last three positions in the following order: New Brunswick, Nova Scotia and Newfoundland. Some interesting changes in the position of the provinces occurred between 1966 and 1975. In 1975, British Columbia takes the first position followed by Ontario and Alberta which have the same total of points. Quebec ranks fourth, while Manitoba and Saskatchewan obtain respectively the fifth and sixth places. Newfoundland, New Brunswick, and Nova Scotia rank seventh, eighth and ninth.

The point system in Table 14 has also been utilized in Table 15 for 19 occupations in 1975. The positions of the provinces are in the following sequence commencing with the highest: British Columbia, Ontario, Alberta, Quebec, Manitoba, Saskatchewan, Newfoundland, New Brunswick, Nova Scotia. Table 15 also indicates that the weighted average salary for the 19 occupations (calculated using the number of employees in all reporting hospitals in Canada as weights) gives approximately the same positions to the provinces as the point system.

Table 16 shows the percentage increases in salaries from 1966 to 1975 for 31 hospital occupations in the ten Canadian provinces. The table also ranks the provinces for seven common occupations.

Table 17 attributes points to the provinces (excluding Prince Edward Island) according to the ranks of the percentage increases in salaries for 16 occupations. British Columbia obtains the greatest number of points (it is worth noting that salary rates in British Columbia in 1966 were among the highest in Canada) indicating that hospital employees in that province generally received higher percentage increases in salary from 1966 to 1975 than employees in any of the eight other provinces. Alberta ranks second. Newfoundland takes third position and Ontario fourth. Manitoba and New Brunswick follow in fifth and sixth places. The last three positions go to Saskatchewan, Nova Scotia and Quebec in that order.

Table H lists the 16 occupations for which salary rates were provided in all provinces except Prince Edward Island in both 1966 and 1975, in ascending order of the lowest average monthly salary rates paid in any province in 1966. The table also shows for each occupation the ratio of the lowest to the highest salary averages in 1966 and 1975.

The salary ratios in Table H are generally smaller for the lower-paid occupations than for the higher-paid in 1966. There is no such definite pattern in 1975.

In 1975, the salary ratios are generally smaller for the occupations in the dietary and housekeeping services category and in the maintenance and service category than for those in the nursing services category and in the diagnostic and treatment services category.

For most occupations, the 1975 salary ratios are smaller than the 1966 ratios. In 1975, the salary ratios range from .54 to .67 compared with .46 to .77 in 1966. This indicates that for most of the occupations shown, the differentials between the lowest and the highest average provincial rates have widened since 1966.

TABLE H
RATIOS OF THE LOWEST TO THE HIGHEST AVERAGE SALARY RATES
FOR SIXTEEN HOSPITAL OCCUPATIONS IN NINE PROVINCES, 1966 AND 1975

Occupations in Ascending Order of the Lowest Salary Rates in 1966	Average Monthly Rates				Ratio of Lowest Average to Highest Average	
	Lowest Average		Highest Average			
	1966	1975	1966	1975	1966	1975
	\$	\$	\$	\$		
1. Chambermaid	116	450	251	784	.46	.57
2. Nurse Aide	130	476	274	817	.47	.58
3. Seamstress, Linen Room	159	491	271	817	.59	.60
4. Med.-Lab. Technician, Female	183	585	277	873	.66	.67
5. Cook, Institution, Female	186	524	307	889	.61	.59
6. Nursing Assistant	200	594	316	937	.63	.63
7. Orderly, Uncertified	206	513	327	957	.63	.54
8. Orderly, Certified	222	573	361	951	.61	.60
9. Med.-Lab. Technologist, Female	280	745	397	1,175	.71	.63
10. Cook, Institution, Male	289	596	381	977	.76	.61
11. Stationary Engineer, 4th class	290	719	465	1,193	.62	.60
12. Nurse, General Duty	304	751	406	1,146	.75	.66
13. Diag-Rad. Technician, Female	309	703	400	1,156	.77	.61
14. Carpenter, Maintenance	328	727	477	1,259	.69	.58
15. Electrical Repairman	342	792	517	1,425	.66	.56
16. Stationary Engineer, 3rd class	348	774	517	1,294	.67	.60

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

III SEX COMPARISONS

Table 18 shows the ratios of the average monthly salary rates of females to the average monthly salary rates of males in similar occupations, for Canada and the provinces, in 1966 and 1975.

In 1966, there were generally substantial differences between the wage rates of women and men in similar occupations. For Canada as a whole, the female-male salary ratios ranged from .75 for laundry operator to .94 for medical-laboratory technologist. Within some provinces the ratio of the salaries of females to males varied considerably, as for instance in Newfoundland where it was .51 for laundry operator but .99 for diagnostic-radiological technician. In all provinces the ratios were usually lower for the lower-skilled occupations than for the higher-skilled.

The female-male salary ratios for Canada rose for all occupations between 1966 and 1975. In 1975, there was almost parity between sexes in the occupations of psychiatric attendant, diagnostic-radiological technician, medical-laboratory technician, and medical laboratory technologist, but women still averaged about ten per cent less than men in the occupations of cook, cook helper, and laundry operator.

One should keep in mind that regional salary disparities affect the Canadian female-male salary ratios. For example, the fact that 46 per cent of the Canadian females in the occupation of diagnostic-radiological technician were reported in Ontario and British Columbia, provinces with the highest salary averages, against 33 per cent of the males resulted in a relatively high Canadian female-male salary ratio for that occupation in 1975. Also, no allowance has been made for job experience, educational qualifications, and differences in duties.

SECTION 3

EARNINGS TRENDS OF ADMINISTRATIVE AND SUPERVISORY
PERSONNEL IN CANADIAN HOSPITALS, 1966 TO 1976

This section presents earnings trends for the following nine key administrative and supervisory positions in Canadian active treatment hospitals from 1966 to 1976:

1. Chief Executive Officer
2. Assistant Administrator
3. Chief Financial Officer
4. Personnel Director
5. Chief Nursing Officer
6. Purchasing Agent
7. Director of Plant
8. Laundry Manager
9. Chief Pharmacist

I NATIONAL TRENDS

From 1966 to 1976, the journal Hospital Administration in Canada conducted six biennial salary surveys of administrative and supervisory personnel in active treatment hospitals across Canada. Table 19 shows the number of questionnaires returned by the hospitals with sufficient information for tabulation.

Table 20 presents national salary averages calculated from the questionnaires for nine key positions, by hospital size range. The salary rates in Table 20 are as published by Hospital Administration in Canada and do not include lump sum cost of living allowances for hospital employees in Quebec retroactive to July 1, 1972 and July 1, 1974. The table also provides the percentage increases over two-year periods and the total percentage increases from 1966 to 1976.

The percentage increases in salaries for hospital supervisory personnel can be compared with those for hospital non-supervisory personnel for the period 1966 - 1974 since salary statistics were available for both categories of personnel in 1966 and 1974. The unweighted arithmetic mean of the percentage increases in salaries indicates that the supervisory and non-supervisory personnel received similar percentage increases for the period 1966-1974. The average percentage increase for the nine key administrative and supervisory positions was 98 per cent from 1966 to 1974, compared with 101 per cent for the 31 non-supervisory occupations before adjustments for retroactive cost of living allowances in Quebec.

II INTERREGIONAL COMPARISONS

Table 21 shows average salary rates for nine key administrative and supervisory positions by province or geographical area and by size of hospitals. Comparisons of salary averages in Table 21, as well as in Table 20, must be made cautiously since the number of persons whose salaries were reported in a given position and hospital size category may vary significantly from year to year.

III SEX COMPARISONS

In 1976, Hospital Administration in Canada conducted a salary survey by sex of personnel for 22 administrative and supervisory positions in active treatment, psychiatric and extended care institutions. Table 22 presents, by hospital size category, male and female employment and respective salary averages for the 22 occupational titles.

There were 2,802 males and 2,252 females reported in the 22 positions. The male and female employees, however, are not evenly distributed among the 22 job classifications, as some positions are occupied almost exclusively by male or female employees.

Salary averages in Table 22 indicate that salaries of females are generally lower than those of males for the same occupation and hospital size category, but it should be kept in mind that no allowance has been made for regional salary disparities, job experience, and educational qualifications.

SECTION 4

COMPARISONS OF SALARY RATES PAID IN HOSPITALS WITH THOSE
PAID IN OTHER INDUSTRIES FOR APPROXIMATELY SIMILAR
OCCUPATIONS IN 1974 AND 1975

This section makes comparisons of wage rates paid in hospitals with those paid in other industries in the same community for approximately similar occupations on October 1, 1974 and 1975. Comparisons are made for the following 17 hospital occupations in dietary and house-keeping services and in maintenance and service:

Dietary and Housekeeping Services

1. Chambermaid
2. Cook, Institution, Male
3. Cook, Institution, Female
4. Cook, Helper, Male
5. Cook, Helper, Female
6. Laundryman, Heavy Duties
7. Laundrywoman, Light Duties
8. Seamstress, Linen Room

Maintenance and Service

9. Boiler Operator
10. Carpenter, Maintenance
11. Electrical Repairman
12. Labourer, Non-Production
13. Stationary Engineer, 1st class
14. Stationary Engineer, 2nd class
15. Stationary Engineer, 3rd class
16. Stationary Engineer, 4th class
17. Truck Driver, Light and Heavy

In 1974, Labour Canada conducted a salary survey covering all establishments with 20 or more employees in 35 Canadian communities. A series of 35 community reports, Wage Rates, Salaries and Hours of Labour, October 1974, published by Labour Canada presents the obtained wage statistics for selected occupations. The salary information covers the last normal pay period before October 1.

Similar community reports for 1975 had not been published when this text was prepared, but Labour Canada allowed us to collect wage data for 1975 from their computer printout.

Table I uses these salary statistics in making comparisons of wage rates paid in hospitals with those paid in other industries in the same community for approximately similar occupations. The table makes salary comparisons within the largest community of each province. Inter-industry wage comparisons within each community are restricted to dietary and housekeeping personnel, and to maintenance and service personnel since no salary rates for nursing personnel or diagnostic and treatment personnel have been reported outside hospitals. In some communities even the statistics for the first two categories of personnel were very limited. More particularly, in Charlottetown and Regina, available statistics permitted salary comparisons for only one occupation (chambermaid in Charlottetown and male cook in Regina).

Salary rates were reported by Labour Canada either on an hourly or on a weekly basis. For making comparisons, hourly rates were converted to weekly rates using a conversion factor of 40 hours per week.

Again, we should mention a caution regarding salary comparisons at one point of time as some rates may reflect settlements reached many months earlier while others, by contrast, may reflect very recent agreements.

TABLE I

Ratios of Average Weekly Salary Rates Paid in Hospitals to Average Weekly Salary Rates Paid in Other Industries in the Same Community for Approximately Similar Occupations, as at October 1, 1974 and 1975

Dietary and Housekeeping Services

	Chambermaid(1)		Cook, Male(2)		Cook, Female(2)		Cook, Helper Male		Cook, Helper Female		Laundryman, Heavy Duties		Laundrywoman, Light Duties		Seamstress, Linen Room	
	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975
St. John's	.79	.84	1.12	1.10												
Charlottetown	1.02	.82											1.17	1.27		
Halifax-Dartmouth	1.09	1.13	.90	.95			1.21	1.23	1.09	1.02			1.10			
Saint John	.85	.93														
Montreal*	1.16	1.26	1.14	1.25	1.15	1.26	1.28	1.31	1.19	1.22	1.38	1.40	1.48	1.39	1.18	1.14
Toronto	1.17	1.23	1.13	1.32	1.10	1.22	1.21	1.47	1.11	1.32	1.10	1.28	1.21	1.35	1.17	1.34
Winnipeg	1.12	1.04	1.32	1.30	1.10	1.18	1.19	1.19	.95	1.06			1.17	1.12	1.10	1.21
Regina			1.25	1.35												
Edmonton	1.03	1.13	1.14	1.38	.94	1.26			.93	1.21					1.14	1.44
Vancouver	1.10	1.00	1.34	1.19	1.17	1.10	1.32	1.34	1.22	1.24	1.21	1.21	1.24		1.33	1.48

Maintenance and Service

	Boiler Operator		Carpenter, Maintenance		Electrical Repairman		Labourer, Non-Production		Stationary Engineer, 1st Class		Stationary Engineer, 2nd Class		Stationary Engineer, 3rd Class		Stationary Engineer, 4th Class		Truck Driver, Light and Heavy	
	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975	1974	1975
St. John's			.94	.85	.85	.86	1.06	.97					1.06	.99		.99	.97	
Charlottetown			.89	.88	.84	.86	.92	.88	1.16	1.04	1.00	.97	.97	.89	1.04	1.00	.94	.91
Halifax-Dartmouth			.79	.89	.70	.71	.99	1.00	1.20	1.20	.98	1.00	.99	1.01	.95	1.00	.91	.87
Saint John	1.00		1.02	1.02	1.03	1.04	.97	1.03	.97	.94	.96	1.02	.96	1.02	.88	.95	.83	.91
Montreal*			.92	.97	.89	.93					.99	.99	.99	.94				
Toronto			.99	.95	1.01	.99												
Winnipeg																		
Regina			1.00	1.23	1.02	1.15												
Edmonton			1.11	1.11	1.17	1.13	1.15	1.06					1.17	1.10	1.08	1.05		
Vancouver																		

(1) Ratio of average salary of chambermaids in hospitals to average salary of charwomen in all industries (incl. hospitals).
(2) Does not include supervisors, chefs and cooks.

* Salary rates of hospital employees in Montreal have been adjusted to reflect cost of living allowances retroactive to July 1, 1974, and increases in salary scales retroactive to July 1, 1975.

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1974; unpublished data provided by Labour Canada for 1975. Information on cost of living allowances retroactive to July 1, 1974 and on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

The wage information contained in the community reports from Labour Canada is presented mainly in two types of tables. The first type gives salary information by major industry group, while the second presents occupational wage rates in a number of specific industries.

The major industry groups in the first type are as follows:

1. All industries. Includes all industries covered by the manufacturing and non-manufacturing industry divisions described below.
2. Manufacturing. Includes the majority of employees in the manufacturing industries; however, several sub-industries are not included.
3. Non-manufacturing. Includes non-manufacturing industry groups listed below in addition to logging and mining.
4. Transportation, etc. Includes the following industry groups or industries: transportation (and incidental services), storage, communication (radio and television, telephone, telegraph and cable), electric power, gas and water utilities.
5. Trade. Includes wholesale and retail trade.
6. Finance. Includes financial institutions, insurance and real estate industries.
7. Public administration. Includes federal, provincial and municipal governments but not foreign government services in Canada.
8. Services. The most important major groups of industries included are recreational services, services to business management (accountancy, advertising, engineering, etc.), personal services and miscellaneous services. In addition, hospitals are included from the health and welfare services group.

In the second type of table, salary information is given for specific industries considered to be the most relevant to the community.

For the maintenance and service category, the average salary rate paid in hospitals could be compared directly with the average salary rate paid in "all industries excluding hospitals" for a given occupation within the same community. "All industries" represents a major industry group, therefore the average rate in "all industries excluding hospitals" is simply calculated by taking hospitals out of "all industries".

Except for chambermaids in hospitals who have been compared directly with charwomen in "all industries", the average salary rate for each occupation in the dietary and housekeeping services category has been compared with a weighted average of the salary rates for similar occupations in a number of specific industries.

The decision to include in the comparison an occupation more or less similar to a hospital occupation is a matter of personal judgement. The inclusion or exclusion of such an occupation may affect greatly the salary ratios in table I. For example, the inclusion of sewing-machine operator in the clothing industry as an occupation comparable to seamstress, linen room in hospitals yields a salary ratio of 1.48 for seamstress, linen room in Vancouver in 1975. Had the occupation of sewing-machine operator been judged not comparable to seamstress linen room in hospitals, the salary ratio would have been only 1.12.

In compiling the table we used the same occupations and industries in 1974 and 1975, although generally fewer establishments reported in each industry in 1975.

The average salary rates for male cook, female cook, male cook helper, female cook helper, and seamstress, linen room were compared with the average salary rates for similar occupations in other industries independently of the sex of personnel.

The general picture that emerges from Table I is that in most communities, for the dietary and housekeeping occupations, average weekly salary rates in hospitals were generally above those paid in other industries. In Vancouver, Edmonton, and Montreal, for the maintenance and service occupations, weekly average salary rates in hospitals were

also usually above those paid in other industries. In other cities, hospital rates tended to be lower, but it should be kept in mind that workers such as maintenance carpenters, electrical repairmen, and non-production labourers in other industries may be subject to seasonal unemployment, whereas hospital workers are generally not. Consequently, it may be possible that average annual earnings from hospital employment were higher than in other industries despite somewhat lower weekly earnings.

Note: A statistical compendium of salary rates paid in industry groups or in specific industries for occupations similar to hospital occupations, within the largest community of each province is available on request.

A P P E N D I C E S

A P P E N D I X A

Unweighted Salary Indices

The following table compares the results of two unweighted salary indices with those of the Paasche salary index for the four broad categories of hospital services.

TABLE 1
UNWEIGHTED SALARY INDICES AND PAASCHE SALARY INDEX

Categories of Services	Simple Aggregative Salary Index 1975 (1966 = 100)	Simple Average of Relatives 1975 (1966 = 100)	Paasche Salary Index 1975 (1966 = 100)
Nursing Services	254	256	270
Diagnostic & Treatment Services	269	271	274
Dietary & Housekeeping Services	267	270	280
Maintenance and Service	231	234	235

SOURCE: Derived from Labour Canada publication, Wage Rates, Salaries and Hours of Labour, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

The simple aggregative salary index is constructed by dividing the aggregate of the average occupational earnings in one category of services for 1975 by the aggregate for 1966.

The simple average of relatives is the unweighted arithmetic mean of the salary relatives for 1975 with 1966 = 100 for the individual occupations in one category of services.

Those two methods imply that each occupation in each category of services is equally important.

The Paasche index numbers are higher than the unweighted index number, indicating that the occupations with a greater number of employees generally obtained higher percentage increases in salaries than the occupations with fewer employees within the same category of services.

A P P E N D I X B

Statistical Tables

TABLE 1(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: CANADA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 Nurse Aide	178	232	249	270	288	331	365	—	438	532	661
2 Nurse, General Duty	312	389	426	465	494	550	592	—	700	848	1,048
3. Nursing Assistant	216	276	308	332	354	407	440	—	538	634	791
4. Orderly, Certified	249	326	355	378	404	445	477	—	569	663	795
5 Orderly, Uncertified	—	292	318	337	356	395	425	—	528	604	728
6 Psychiatric Attendant, Male	289	361	386	414	447	455	487	—	571	646	785
7 Psychiatric Attendant, Female	245	321	363	389	421	439	473	—	558	630	775
Diagnostic and Treatment Services											
8. Diagnostic – Radiological Technician, Male	341	394	435	459	491	541	590	—	713	838	1,009
9. Diagnostic – Radiological Technician, Female	292	365	402	429	456	513	553	—	665	812	982
10. Medical – Laboratory Technician, Male	—	306	324	351	352	399	428	—	590	745	841
11. Medical – Laboratory Technician, Female	—	260	277	294	327	382	396	—	574	720	819
12. Medical – Laboratory Technologist, Male	—	392	430	465	483	543	595	—	709	862	1,035
13. Medical – Laboratory Technologist, Female	—	367	409	438	469	523	563	—	676	814	1,002
14. Morgue Man	—	342	367	392	416	459	501	—	599	695	842
15. Physiotherapist	—	—	—	—	—	—	—	—	782	953	1,101
Dietary and Housekeeping Services											
16. Chambermaid	165	219	243	262	280	316	349	—	423	515	649
17 Cook, Institution, Male	281	360	380	407	431	493	528	—	608	683	852
18 Cook, Institution, Female	200	272	297	325	353	397	429	—	509	599	764
19 Cook, Helper, Male	—	300	327	339	359	395	430	—	508	594	754
20 Cook, Helper, Female	—	236	260	281	296	344	372	—	439	531	675
21. Laundryman, Heavy Duties	245	303	326	346	370	409	445	—	523	598	736
22. Laundrywoman, Light Duties	171	227	250	269	289	325	357	—	432	524	654
23. Seamstress, Linen Room	—	242	267	281	295	343	370	—	457	541	670
Maintenance and Service											
24 Boiler Operator	—	330	366	389	408	446	506	—	577	670	790
25. Carpenter, Maintenance	—	413	441	469	495	537	580	—	688	794	947
26 Electrical Repairman	—	442	470	506	547	600	646	—	775	903	1,062
27 Labourer, Non-Production	—	268	318	347	374	414	433	—	520	610	745
28. Stationary Engineer, 1st class	—	550	586	650	673	709	729	—	897	1,033	1,196
29. Stationary Engineer, 2nd class	—	499	531	567	595	647	671	—	806	918	1,084
30. Stationary Engineer, 3rd class	—	435	461	491	522	590	617	—	717	821	977
31 Stationary Engineer, 4th class	—	387	412	430	451	500	540	—	636	733	897
32. Truck Driver, Light and Heavy	—	344	363	391	427	461	496	—	589	637	780
Standard Hours per Week	—	39.7	39.3	39.2	39.1	38.7	38.7	—	38.4	—	—

* Footnotes follow Table 11(b)

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

NOTE: Data for 1972 not available in Quebec. Adjustments have been made for cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and for increases in salary scales retroactive to July 1, 1971 and July 1, 1975 in Quebec.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975 for hospital employees in Quebec provided by the Quebec Department of Social Affairs.

TABLE 1(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: CANADA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1971-73 (Average Annual)	1974	1975	1962-75				
										1966-75				
Nursing Services														
1. Nurse Aide	6.8	7.3	8.4	6.7	14.9	10.3	9.5	21.5	24.2	12.3	271.3	184.9	\$	429
2. Nurse, General Duty	5.7	9.5	9.1	6.2	11.3	7.6	8.7	21.1	23.6	11.6	235.9	169.4		659
3. Nursing Assistant	6.3	11.6	7.8	6.6	15.0	8.1	10.6	17.8	24.8	12.4	266.2	186.6		515
4. Orderly, Certified	7.0	8.9	6.5	6.9	10.1	7.2	9.2	16.5	19.9	10.4	219.3	143.9		469
5. Orderly, Uncertified	—	8.9	6.0	5.6	11.0	7.6	11.5	14.4	20.5	10.7	—	149.3		436
6. Psychiatric Attendant, Male	5.7	6.9	7.3	8.0	1.8	7.0	8.3	13.1	21.5	9.0	171.6	117.4		424
7. Psychiatric Attendant, Female	7.0	13.1	7.2	8.2	4.3	7.7	8.6	12.9	23.0	10.3	216.3	141.4		454
Diagnostic and Treatment Services														
8. Diagnostic - Radiological Technician, Male	3.7	10.4	5.5	7.0	10.2	9.1	9.9	17.5	20.4	11.0	195.9	156.1		615
9. Diagnostic - Radiological Technician, Female	5.7	10.1	6.7	6.3	12.5	7.8	9.7	22.1	20.9	11.6	236.3	169.0		617
10. Medical - Laboratory Technician, Male	—	5.9	8.3	0.3	13.4	7.3	17.4	26.3	12.9	11.9	—	174.8		535
11. Medical - Laboratory Technician, Female	—	6.5	6.1	11.2	16.8	3.7	20.4	25.4	13.8	13.6	—	215.0		559
12. Medical - Laboratory Technologist, Male	—	9.7	8.1	3.9	12.4	9.6	9.2	21.6	20.1	11.4	—	164.0		643
13. Medical - Laboratory Technologist, Female	—	11.4	7.1	7.1	11.5	7.6	9.6	20.4	23.1	11.8	—	173.0		635
14. Morgue Man	—	7.3	6.8	6.1	10.3	9.2	8.4	16.0	21.2	10.5	—	146.2		500
15. Physiotherapist	—	—	—	—	—	—	—	21.9	15.5	—	—	—		—
Dietary and Housekeeping Services														
16. Chambermaid	7.3	11.0	7.8	6.9	12.9	10.4	10.1	21.7	26.0	12.8	293.3	196.3		430
17. Cook, Institution, Male	6.4	5.6	7.1	5.9	14.4	7.1	7.3	12.3	24.7	10.0	203.2	136.7		492
18. Cook, Institution, Female	8.0	9.2	9.4	8.6	12.5	8.1	8.9	17.7	27.5	12.2	282.0	180.9		492
19. Cook, Helper, Male	—	9.0	3.7	5.9	10.0	8.9	8.7	16.9	26.9	10.8	—	151.3		454
20. Cook, Helper, Female	—	10.2	8.1	5.3	16.2	8.1	8.6	21.0	27.1	12.4	—	186.0		439
21. Laundryman, Heavy Duties	5.5	7.6	6.1	6.9	10.5	8.8	8.4	14.3	23.1	10.4	200.4	142.9		433
22. Laundrywoman, Light Duties	7.3	10.1	7.6	7.4	12.5	9.8	10.0	21.3	24.8	12.5	282.5	188.1		427
23. Seamstress, Linen Room	—	10.3	5.2	5.0	16.3	7.9	11.1	18.4	23.8	12.0	—	176.9		428
Maintenance and Service														
24. Boiler Operator	—	10.9	6.3	4.9	9.3	13.5	6.8	16.1	17.9	10.2	—	139.4		460
25. Carpenter, Maintenance	—	6.8	6.3	5.5	8.5	8.0	8.9	15.4	19.3	9.7	—	129.3		534
26. Electrical Repairman	—	6.3	7.7	8.1	9.7	7.7	9.5	16.5	17.6	10.2	—	140.3		620
27. Labourer, Non-Production	—	18.7	9.1	7.8	10.7	4.6	9.6	17.3	22.1	12.0	—	178.0		477
28. Stationary Engineer, 1st class	—	6.5	10.9	3.5	5.3	2.8	10.9	15.2	15.8	9.0	—	117.5		646
29. Stationary Engineer, 2nd class	—	6.4	6.8	4.9	8.7	3.7	9.6	13.9	18.1	9.0	—	117.2		585
30. Stationary Engineer, 3rd class	—	6.0	6.5	6.3	13.0	4.6	7.8	14.5	19.0	9.4	—	124.6		542
31. Stationary Engineer, 4th class	—	6.5	4.4	4.9	10.9	8.0	8.5	15.3	22.4	9.8	—	131.8		510
32. Truck Driver, Light and Heavy	—	5.5	7.7	9.2	8.0	7.6	9.0	8.1	22.5	9.5	—	126.7		436

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

TABLE 1(C)

NUMBER OF FULL-TIME EMPLOYEES IN REPORTING HOSPITALS
IN CANADA, BY OCCUPATION, AS AT OCTOBER 1, 1975

Nursing Services

1.	Nurse Aide	13,191
2.	Nurse, General Duty	50,065
3.	Nursing Assistant	23,795
4.	Orderly, Certified	4,679
5.	Orderly, Uncertified	3,668
6.	Psychiatric Attendant, Male	2,120
7.	Psychiatric Attendant, Female	3,084

Diagnostic and Treatment Services

8.	Diagnostic-Radiological Technician, Male	713
9.	Diagnostic-Radiological Technician, Female	2,441
10.	Medical-Laboratory Technician, Male	553
11.	Medical-Laboratory Technician, Female	1,612
12.	Medical-Laboratory Technologist, Male	1,382
13.	Medical-Laboratory Technologist, Female	4,756
14.	Morgue Man	153
15.	Physiotherapist	436

Dietary and Housekeeping Services

16.	Chambermaid	9,391
17.	Cook, Institution, Male	1,341
18.	Cook, Institution, Female	1,336
19.	Cook, Helper, Male	1,031
20.	Cook, Helper, Female	2,483
21.	Laundryman, Heavy duties	860
22.	Laundrywoman, Light duties	1,208
23.	Seamstress, Linen room	956

Maintenance and Service

24.	Boilor Operator	149
25.	Carpenter, Maintenance	806
26.	Electrical Repairman	554
27.	Labourer, Non-Production	999
28.	Stationary Engineer, 1st class	55
29.	Stationary Engineer, 2nd class	423
30.	Stationary Engineer, 3rd class	949
31.	Stationary Engineer, 4th class	811
32.	Truck driver, Light and Heavy	301

TOTAL	136,301
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SOURCE: Unpublished data provided by Labour Canada.

TABLE 2(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: NEWFOUNDLAND, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 Nurse Aide	121	130	141	165	197	222	283	288	389	435	544
2 Nurse, General Duty	244	304	369	428	437	471	524	529	530	685	751
3 Nursing Assistant	146	200	223	264	266	314	356	388	440	499	627
4 Orderly, Certified	202	248	286	333	337	383	411	420	435	508	631
5 Orderly, Uncertified	—	209	251	291	299	345	345	372	386	466	570
6 Psychiatric Attendant, Male	—	—	—	—	—	—	—	—	—	—	—
7 Psychiatric Attendant, Female	—	—	—	—	—	—	420	—	—	—	—
Diagnostic and Treatment Services											
8. Diagnostic - Radiological Technician, Male	328	332	393	441	457	511	—	551	591	729	793
9. Diagnostic - Radiological Technician, Female	304	328	365	378	424	469	491	530	545	668	703
10. Medical - Laboratory Technician, Male	—	—	273	293	297	355	367	435	463	565	644
11. Medical - Laboratory Technician, Female	—	203	209	265	280	355	358	374	436	515	585
12. Medical - Laboratory Technologist, Male	—	319	441	473	495	522	528	539	627	747	846
13. Medical - Laboratory Technologist, Female	—	280	346	409	426	458	—	482	536	697	745
14. Morgue Man	—	—	286	335	334	370	418	437	—	564	665
15. Physiotherapist	—	—	—	—	—	—	—	—	—	760	—
Dietary and Housekeeping Services											
16. Chambermaid	97	116	154	151	165	201	219	237	285	370	509
17. Cook, Institution, Male	267	289	317	345	351	399	421	429	458	574	691
18. Cook, Institution, Female	127	186	187	205	225	284	338	367	430	497	615
19. Cook, Helper, Male	—	219	261	304	—	—	—	—	—	—	—
20. Cook, Helper, Female	—	—	171	214	206	266	—	260	274	394	517
21. Laundryman, Heavy Duties	195	256	274	297	307	355	392	409	—	456	572
22. Laundrywoman, Light Duties	110	131	138	153	155	205	243	263	303	377	523
23. Seamstress, Linen Room	—	159	202	194	199	244	271	284	310	408	535
Maintenance and Service											
24. Boiler Operator	—	266	288	290	296	356	—	442	475	586	641
25. Carpenter, Maintenance	—	328	370	383	417	433	483	513	563	669	760
26. Electrical Repairman	—	342	374	384	419	445	502	525	594	738	841
27. Labourer, Non-Production	—	229	243	275	286	334	389	391	427	488	621
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	—	473	510	538	537	580	617	—	—	—
30. Stationary Engineer, 3rd class	—	372	381	388	392	436	504	535	621	838	945
31. Stationary Engineer, 4th class	—	304	357	357	359	404	435	479	528	723	869
32. Truck Driver, Light and Heavy	—	—	321	352	370	404	405	465	—	533	626
Standard Hours per Week	—	40.1	40.1	39.6	39.3	39.5	39.4	39.2	38.2	**	**

* Footnotes follow Table 11(b)

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 2(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: NEWFOUNDLAND AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975		1962-75	1966-75	
Nursing Services														
1. Nurse Aide	1.8	8.5	17.0	19.4	12.7	27.5	1.8	35.1	11.8	25.1	17.2	349.6	318.5	\$ 414
2. Nurse, General Duty	5.7	21.4	16.0	2.1	7.8	11.3	1.0	0.0	29.2	9.6	10.6	207.8	147.0	447
3. Nursing Assistant	8.2	11.5	18.4	0.8	18.0	13.4	9.0	13.4	13.4	25.7	13.5	329.5	213.5	427
4. Orderly, Certified	5.3	15.3	16.4	1.2	13.7	7.3	2.2	8.3	11.6	24.2	10.9	212.4	154.4	383
5. Orderly, Uncertified	—	20.1	15.9	2.7	15.4	0.0	7.8	3.8	20.7	22.3	11.8	—	172.7	361
6. Psychiatric Attendant, Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—
7. Psychiatric Attendant, Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Diagnostic and Treatment Services														
8. Diagnostic - Radiological Technician, Male	0.3	18.4	12.2	3.6	11.8	—	—	7.3	23.4	8.8	10.2	141.8	138.9	461
9. Diagnostic - Radiological Technician, Female	1.9	11.3	3.6	12.2	10.6	4.7	7.9	2.8	22.6	5.2	8.8	131.3	114.3	375
10. Medical - Laboratory Technician, Male	—	—	7.3	1.4	19.5	3.4	18.5	6.4	22.0	14.0	—	—	—	—
11. Medical - Laboratory Technician, Female	—	3.0	26.8	5.7	26.8	0.8	4.5	16.6	18.1	13.6	12.5	—	188.2	382
12. Medical - Laboratory Technologist, Male	—	38.2	7.3	4.7	5.5	1.1	2.1	16.3	19.1	13.3	11.4	—	165.2	527
13. Medical - Laboratory Technologist, Female	—	23.6	18.2	4.2	7.5	—	—	11.2	30.0	6.9	11.5	—	166.1	465
14. Morgue Man	—	—	17.1	-0.3	10.8	13.0	4.5	—	—	17.9	—	—	—	—
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services														
16. Chambermaid	4.6	32.8	1.9	9.3	21.8	9.0	8.2	20.3	29.8	37.6	17.9	424.7	338.8	393
17. Cook, Institution, Male	2.0	9.7	8.8	1.7	13.7	5.5	1.9	6.8	25.3	20.4	10.2	158.8	139.1	402
18. Cook, Institution, Female	10.0	0.5	9.6	9.8	26.2	19.0	8.6	17.2	15.6	23.7	14.2	384.3	230.6	429
19. Cook, Helper, Male	—	19.2	16.5	—	—	—	—	—	—	—	—	—	—	—
20. Cook, Helper, Female	—	—	25.1	3.7	29.1	—	—	5.4	43.8	31.2	—	—	—	—
21. Laundryman, Heavy Duties	7.0	7.0	8.4	3.4	15.6	10.4	4.3	—	—	25.4	9.3	193.3	123.4	316
22. Laundrywoman, Light Duties	4.5	5.3	10.9	1.3	32.3	18.6	8.2	15.2	24.4	38.7	16.6	375.5	299.2	392
23. Seamstress, Linen Room	—	27.0	4.0	2.6	22.6	11.1	4.8	9.2	31.6	31.1	14.4	—	236.5	376
Maintenance and Service														
24. Boiler Operator	—	8.3	0.7	2.1	20.3	—	—	7.5	23.4	9.4	10.3	—	141.0	375
25. Carpenter, Maintenance	—	12.8	3.5	8.9	3.8	11.5	6.2	9.7	18.8	13.6	9.8	—	131.7	432
26. Electrical Repairman	—	9.4	2.7	9.1	6.2	12.8	4.6	13.1	24.2	14.0	10.5	—	145.9	499
27. Labourer, Non-Production	—	6.1	13.2	4.0	16.8	16.5	0.5	9.2	14.3	27.3	11.7	—	155.6	392
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	—	7.8	5.5	-0.2	8.0	6.4	—	—	—	—	—	—	—
30. Stationary Engineer, 3rd class	—	2.4	1.8	1.0	11.2	15.6	6.2	16.1	34.9	—	10.9	—	154.0	573
31. Stationary Engineer, 4th class	—	7.9	8.8	0.6	12.5	7.7	10.1	10.2	36.9	20.2	12.4	—	185.9	565
32. Truck Driver, Light and Heavy	—	—	9.7	5.1	9.2	0.2	14.8	—	—	17.4	—	—	—	—

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 3(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL²
IN REPORTING HOSPITALS³: PRINCE EDWARD ISLAND, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 Nurse Aide	114	180	196	211	242	286	303	324	376	415	573
2 Nurse, General Duty	242	330	344	354	441	503	526	568	609	698	804
3 Nursing Assistant	155	218	239	250	289	331	358	375	436	475	613
4 Orderly, Certified	169	222	242	251	278	301	335	354	410	437	592
5 Orderly, Uncertified	—	—	—	235	—	—	—	—	384	420	584
6 Psychiatric Attendant, Male	—	—	—	—	—	—	—	—	—	—	—
7 Psychiatric Attendant, Female	—	—	—	—	—	—	—	—	—	—	—
Diagnostic and Treatment Services											
8 Diagnostic – Radiological Technician, Male	—	—	—	—	—	—	—	—	—	—	—
9 Diagnostic – Radiological Technician, Female	242	320	362	373	447	503	530	594	620	—	—
10 Medical – Laboratory Technician, Male	—	—	—	239	268	333	—	—	—	—	—
11 Medical – Laboratory Technician, Female	—	—	225	—	—	—	—	—	—	729	—
12 Medical – Laboratory Technologist, Male	—	—	—	—	—	—	—	—	—	—	—
13 Medical – Laboratory Technologist, Female	—	308	346	390	—	—	575	—	—	—	—
14 Morgue Man	—	—	—	—	—	—	—	—	—	—	—
15 Physiotherapist	—	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services											
16. Chambermaid	113	152	163	168	204	254	270	300	339	371	510
17. Cook, Institution, Male	202	—	—	—	—	407	422	438	497	544	705
18. Cook, Institution, Female	148	251	263	269	316	335	354	373	438	452	641
19. Cook, Helper, Male	—	—	—	—	—	—	—	—	—	—	—
20. Cook, Helper, Female	—	205	215	216	242	280	—	—	374	395	—
21. Laundryman, Heavy Duties	182	223	240	251	291	303	327	—	—	—	—
22 Laundrywoman, Light Duties	119	160	175	180	223	264	386	308	352	406	—
23. Seamstress, Linen Room	—	170	194	203	234	287	—	324	356	395	533
Maintenance and Service											
24 Boiler Operator	—	270	297	303	—	—	—	—	—	—	—
25. Carpenter, Maintenance	—	—	311	—	376	—	—	—	—	—	—
26. Electrical Repairman	—	—	—	—	—	—	—	—	—	—	—
27. Labourer, Non-Production	—	213	221	251	—	—	—	—	—	—	—
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	—	—	—	—	—	—	—	—	—	—
30. Stationary Engineer, 3rd class	—	—	—	—	—	—	—	—	—	—	—
31. Stationary Engineer, 4th class	—	—	—	—	—	—	—	—	—	—	—
32. Truck Driver, Light and Heavy	—	—	—	—	—	—	—	—	—	—	—
Standard Hours per Week	—	40.0	39.9	40.0	40.0	40.0	40.0	40.0	40.0	**	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 3(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS: PRINCE EDWARD ISLAND, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75
												1962-75	1966-75	
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975				
Nursing Services														\$
1. Nurse Aide	12.1	8.9	7.7	14.7	18.2	5.9	6.9	16.0	10.4	38.1	13.7	402.6	218.3	393
2. Nurse, General Duty	8.1	4.2	2.9	24.6	14.1	4.6	8.0	7.2	14.6	15.2	10.4	232.2	143.6	474
3. Nursing Assistant	8.9	9.6	4.6	15.6	14.5	8.2	7.0	13.8	8.9	29.1	12.2	295.5	181.2	395
4. Orderly, Certified	7.1	9.0	3.7	10.8	8.3	11.3	5.7	15.8	6.6	35.5	11.5	250.3	166.7	370
5. Orderly, Uncertified	—	—	—	—	—	—	—	—	9.4	39.0	—	—	—	—
6. Psychiatric Attendant, Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—
7. Psychiatric Attendant, Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Diagnostic and Treatment Services														
8. Diagnostic - Radiological Technician, Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—
9. Diagnostic - Radiological Technician, Female	7.2	13.1	3.0	19.8	12.5	5.4	12.1	4.4	—	—	—	—	—	—
10. Medical - Laboratory Technician, Male	—	—	6.2	12.1	24.3	—	—	—	—	—	—	—	—	—
11. Medical - Laboratory Technician, Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—
12. Medical - Laboratory Technologist, Male	—	—	12.7	—	—	—	—	—	—	—	—	—	—	—
13. Medical - Laboratory Technologist, Female	—	12.3	—	—	—	—	—	—	—	—	—	—	—	—
14. Morgue Man	—	—	—	—	—	—	—	—	—	—	—	—	—	—
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services														
16. Chambermaid	7.7	7.2	3.1	21.4	24.5	6.3	11.1	13.0	9.4	37.5	14.4	351.3	235.5	358
17. Cook, Institution, Male	—	—	—	—	—	3.7	3.8	13.5	9.5	29.6	—	249.0	—	—
18. Cook, Institution, Female	14.1	4.8	2.3	17.5	6.0	5.7	5.4	17.4	3.2	41.8	11.0	333.1	155.4	390
19. Cook, Helper, Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—
20. Cook, Helper, Female	—	4.9	0.5	12.0	15.7	—	—	—	5.6	—	—	—	—	—
21. Laundryman, Heavy Duties	5.2	7.6	4.6	15.9	4.1	7.9	—	—	—	—	—	—	—	—
22. Laundrywoman, Light Duties	7.7	9.4	2.9	23.9	18.4	8.3	7.7	14.3	15.3	—	—	—	—	—
23. Seamstress, Linen Room	—	14.1	4.6	15.3	22.6	—	—	9.9	11.0	34.9	13.5	—	213.5	363
Maintenance and Service														
24. Boiler Operator	—	10.0	2.0	—	—	—	—	—	—	—	—	—	—	—
25. Carpenter, Maintenance	—	—	—	—	—	—	—	—	—	—	—	—	—	—
26. Electrical Repairman	—	—	—	—	—	—	—	—	—	—	—	—	—	—
27. Labourer, Non-Production	—	3.8	13.6	—	—	—	—	—	—	—	—	—	—	—
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	—	—	—	—	—	—	—	—	—	—	—	—	—
30. Stationary Engineer, 3rd class	—	—	—	—	—	—	—	—	—	—	—	—	—	—
31. Stationary Engineer, 4th class	—	—	—	—	—	—	—	—	—	—	—	—	—	—
32. Truck Driver, Light and Heavy	—	—	—	—	—	—	—	—	—	—	—	—	—	—

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 4(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: NOVA SCOTIA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 Nurse Aide	146	180	210	236	256	284	325	353	360	429	476
2 Nurse, General Duty	277	339	389	432	457	494	545	578	623	721	893
3 Nursing Assistant	190	231	276	300	327	357	389	421	454	530	594
4 Orderly, Certified	191	289	316	342	349	381	412	437	471	532	573
5 Orderly, Uncertified	—	206	236	258	284	310	336	366	415	516	513
6 Psychiatric Attendant, Male	209	—	249	277	310	—	374	393	448	479	516
7 Psychiatric Attendant, Female	—	—	213	234	—	—	354	358	416	479	517
Diagnostic and Treatment Services											
8. Diagnostic – Radiological Technician, Male	287	344	384	441	489	504	578	610	652	744	904
9. Diagnostic – Radiological Technician, Female	271	332	371	406	444	467	518	558	600	716	824
10. Medical – Laboratory Technician, Male	—	211	261	308	306	317	330	395	430	491	615
11. Medical – Laboratory Technician, Female	—	183	245	274	274	288	323	356	440	519	632
12. Medical – Laboratory Technologist, Male	—	338	406	429	466	509	567	596	660	777	967
13. Medical – Laboratory Technologist, Female	—	325	374	408	446	459	517	558	613	713	857
14. Morgue Man	—	—	321	—	336	—	—	363	—	526	—
15. Physiotherapist	—	—	—	—	—	—	—	—	704	796	996
Dietary and Housekeeping Services											
16. Chambermaid	122	154	173	202	229	252	295	315	347	403	450
17. Cook, Institution, Male	238	291	323	343	355	387	445	450	481	563	596
18. Cook, Institution, Female	189	201	254	271	297	306	356	375	402	475	524
19. Cook, Helper, Male	—	205	244	251	283	288	342	353	407	467	520
20. Cook, Helper, Female	—	175	204	235	256	273	313	338	352	428	453
21. Laundryman, Heavy Duties	188	219	255	272	296	326	368	395	423	497	554
22. Laundrywoman, Light Duties	122	149	174	208	233	262	302	325	352	414	467
23. Seamstress, Linen Room	—	176	216	233	256	279	323	342	375	440	491
Maintenance and Service											
24. Boiler Operator	—	289	344	357	390	433	487	541	557	664	758
25. Carpenter, Maintenance	—	337	406	410	447	490	547	566	652	699	771
26. Electrical Repairman	—	401	419	425	474	527	579	586	691	726	793
27. Labourer, Non-Production	—	235	286	302	323	352	395	—	440	482	530
28. Stationary Engineer, 1st class	—	—	575	638	—	—	785	855	918	1,161	—
29. Stationary Engineer, 2nd class	—	443	486	538	603	602	732	750	743	890	977
30. Stationary Engineer, 3rd class	—	420	404	459	474	485	570	576	646	736	810
31. Stationary Engineer, 4th class	—	290	323	357	363	392	460	505	537	679	719
32. Truck Driver, Light and Heavy	—	299	337	350	389	429	523	507	518	585	758
Standard Hours per Week	—	39.9	39.5	39.4	39.5	38.7	39.3	39.0	38.6	**	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 4(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: NOVA SCOTIA AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75
												1962-75	1966-75	
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975				
Nursing Services														\$
1. Nurse Aide	5.4	16.7	12.4	8.5	10.9	14.4	8.6	2.0	19.2	11.0	11.4	226.0	164.4	296
2. Nurse, General Duty	5.2	14.7	11.1	5.8	8.1	10.3	6.1	7.8	15.7	23.9	11.4	222.4	163.4	554
3. Nursing Assistant	5.0	19.5	8.7	9.0	9.2	9.0	8.2	7.8	16.7	12.1	11.1	212.6	157.1	363
4. Orderly, Certified	10.9	9.3	8.2	2.1	9.2	8.1	6.1	7.8	13.0	7.7	7.9	200.0	98.3	284
5. Orderly, Uncertified	—	14.6	9.3	10.1	9.2	8.4	8.9	13.4	24.3	-0.6	10.7	—	149.0	307
6. Psychiatric Attendant, Male	—	—	11.2	11.9	—	—	5.1	14.0	6.9	7.7	—	146.9	—	—
7. Psychiatric Attendant, Female	—	—	9.9	—	—	—	1.1	16.2	15.1	7.9	—	—	—	—
Diagnostic and Treatment Services														
8. Diagnostic - Radiological Technician, Male	4.6	11.6	14.8	10.9	3.1	14.7	5.5	6.9	14.1	21.5	11.3	215.0	162.8	560
9. Diagnostic - Radiological Technician, Female	5.2	11.7	9.4	9.4	5.2	10.9	7.7	7.5	19.3	15.1	10.6	204.1	148.2	492
10. Medical - Laboratory Technician, Male	—	23.7	18.0	-0.7	3.6	4.1	19.7	8.9	14.2	25.3	12.6	—	191.5	404
11. Medical - Laboratory Technician, Female	—	33.9	11.8	0.0	5.1	12.2	10.2	23.6	18.0	21.8	14.8	—	245.4	449
12. Medical - Laboratory Technologist, Male	—	20.1	5.7	8.6	9.2	11.4	5.1	10.7	17.7	24.5	12.4	—	186.1	629
13. Medical - Laboratory Technologist, Female	—	15.1	9.1	9.3	2.9	12.6	7.9	9.9	16.3	20.2	11.4	—	163.7	532
14. Morgue Man	—	—	—	—	—	—	—	—	—	—	—	—	—	—
15. Physiotherapist	—	—	—	—	—	—	—	—	13.1	25.1	—	—	—	—
Dietary and Housekeeping Services														
16. Chambermaid	6.0	12.3	16.8	13.4	10.0	17.1	6.8	10.2	16.1	11.7	12.7	268.9	192.2	296
17. Cook, Institution, Male	5.2	11.0	6.2	3.5	9.0	15.0	1.1	6.9	17.0	5.9	8.3	150.4	104.8	305
18. Cook, Institution, Female	1.6	26.4	6.7	9.6	3.0	16.3	5.3	7.2	18.2	10.3	11.2	177.3	160.7	323
19. Cook, Helper, Male	—	19.0	2.9	12.8	1.8	18.8	3.2	15.3	14.7	11.4	10.9	—	153.7	315
20. Cook, Helper, Female	—	16.6	15.2	8.9	6.6	14.7	8.0	4.1	21.6	5.8	11.1	—	158.9	278
21. Laundryman, Heavy Duties	3.9	16.4	6.7	8.8	10.1	12.9	7.3	7.1	17.5	11.5	10.9	194.7	153.0	335
22. Laundrywoman, Light Duties	5.1	16.8	19.5	12.0	12.4	15.3	7.6	8.3	17.6	12.8	13.5	282.8	213.4	318
23. Seamstress, Linen Room	—	22.7	7.9	9.9	9.0	15.8	5.9	9.6	17.3	11.6	12.1	—	179.0	315
Maintenance and Service														
24. Boiler Operator	—	19.0	3.8	9.2	11.0	12.5	11.1	3.0	19.2	14.2	11.3	—	162.3	469
25. Carpenter, Maintenance	—	20.5	1.0	9.0	9.6	11.6	3.5	15.2	7.2	10.3	9.6	—	128.8	434
26. Electrical Repairman	—	4.5	1.4	11.5	11.2	9.9	1.2	17.9	5.1	9.2	7.9	—	97.8	392
27. Labourer, Non-Production	—	21.7	5.6	7.0	9.0	12.2	—	—	9.5	10.0	9.5	—	125.5	295
28. Stationary Engineer, 1st class	—	—	11.0	—	—	—	8.9	7.4	26.5	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	9.7	10.7	12.1	-0.2	21.6	2.5	-0.9	19.8	9.8	9.2	—	120.5	534
30. Stationary Engineer, 3rd class	—	-3.8	13.6	3.3	2.3	17.5	1.1	12.2	13.9	10.1	7.6	—	92.9	390
31. Stationary Engineer, 4th class	—	11.4	10.5	1.7	8.0	17.3	9.8	6.3	26.4	5.9	10.6	—	147.9	429
32. Truck Driver, Light and Heavy	—	12.7	3.9	11.1	10.3	21.9	-3.1	2.2	12.9	29.6	10.9	—	153.5	459

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 5(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: NEW BRUNSWICK, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 Nurse Aide	154	176	192	223	224	252	339	337	363	402	534
2 Nurse, General Duty	288	348	411	432	464	479	545	594	635	694	770
3 Nursing Assistant	190	236	266	286	299	313	406	423	459	521	664
4 Orderly, Certified	228	261	304	336	339	390	441	453	494	528	669
5 Orderly, Uncertified	—	212	254	277	297	323	404	428	448	489	627
6 Psychiatric Attendant, Male	262	—	312	321	353	364	422	434	489	514	670
7 Psychiatric Attendant, Female	236	—	307	307	354	—	445	—	482	507	656
Diagnostic and Treatment Services											
8. Diagnostic – Radiological Technician, Male	295	—	436	442	484	514	576	—	672	746	854
9. Diagnostic – Radiological Technician, Female	263	309	394	428	429	477	542	—	610	821	806
10. Medical – Laboratory Technician, Male	—	189	—	271	244	308	369	—	—	—	—
11. Medical – Laboratory Technician, Female	—	—	228	243	261	284	356	399	474	525	620
12. Medical – Laboratory Technologist, Male	—	—	425	—	437	—	—	525	556	—	917
13. Medical – Laboratory Technologist, Female	—	333	382	405	432	475	520	—	607	685	769
14. Morgue Man	—	—	—	—	—	—	—	—	—	573	—
15. Physiotherapist	—	—	—	—	—	—	—	—	813	815	797
Dietary and Housekeeping Services											
16. Chambermaid	135	159	187	207	219	233	291	305	333	377	515
17. Cook, Institution, Male	262	313	347	359	375	395	478	482	517	568	694
18. Cook, Institution, Female	195	220	253	285	284	305	404	427	456	499	611
19. Cook, Helper, Male	—	266	269	298	317	320	413	419	—	416	607
20. Cook, Helper, Female	—	206	208	237	258	268	359	364	375	424	551
21. Laundryman, Heavy Duties	216	231	265	290	298	312	372	390	427	470	600
22. Laundrywoman, Light Duties	143	170	191	212	220	232	295	308	345	391	531
23. Seamstress, Linen Room	—	186	205	220	229	243	299	309	353	396	534
Maintenance and Service											
24. Boiler Operator	—	279	309	372	390	399	—	—	—	—	—
25. Carpenter, Maintenance	—	355	370	399	410	429	510	510	547	616	727
26. Electrical Repairman	—	366	391	425	431	463	543	554	600	668	792
27. Labourer, Non-Production	—	218	248	296	272	335	409	415	428	481	640
28. Stationary Engineer, 1st class	—	517	531	584	—	476	564	—	—	—	—
29. Stationary Engineer, 2nd class	—	390	449	465	485	476	—	575	730	679	855
30. Stationary Engineer, 3rd class	—	348	389	423	429	451	528	551	573	661	774
31. Stationary Engineer, 4th class	—	329	324	375	400	410	497	499	554	580	725
32. Truck Driver, Light and Heavy	—	302	300	313	346	350	394	448	—	487	652
Standard Hours per Week	—	40.0	39.4	39.2	39.3	39.4	38.2	37.6	37.6	—	—

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 5(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS: NEW BRUNSWICK, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975		1962-75	1966-75	
Nursing Services														
1. Nurse Aide	3.4	9.1	16.2	0.4	12.5	34.5	-0.6	7.7	10.7	32.8	13.1	246.8	203.4	\$ 358
2. Nurse, General Duty	4.8	18.1	5.1	7.4	3.2	13.8	9.0	6.9	9.3	11.0	9.2	167.4	121.3	422
3. Nursing Assistant	5.6	12.7	7.5	4.5	4.7	29.7	4.2	8.5	13.5	24.5	12.2	249.5	181.4	428
4. Orderly, Certified	3.4	16.5	10.5	0.9	15.0	13.1	2.7	9.1	6.9	26.7	11.0	193.4	156.3	408
5. Orderly, Uncertified	—	19.8	9.0	7.2	8.8	25.1	5.9	4.7	9.2	28.2	12.8	—	195.8	415
6. Psychiatric Attendant, Male	—	—	2.9	10.0	3.1	15.9	2.8	12.7	5.1	30.4	—	155.7	—	—
7. Psychiatric Attendant, Female	—	—	0.0	15.3	—	—	—	—	5.2	29.4	—	178.0	—	—
Diagnostic and Treatment Services														
8. Diagnostic - Radiological Technician, Male	—	—	1.2	9.5	6.2	12.1	—	—	11.0	14.5	—	189.5	—	—
9. Diagnostic - Radiological Technician, Female	4.1	27.5	8.6	0.2	11.2	13.6	—	—	34.6	-1.8	11.2	206.5	160.8	497
10. Medical - Laboratory Technician, Male	—	—	—	-10.0	26.2	19.8	—	—	—	—	—	—	—	—
11. Medical - Laboratory Technician, Female	—	20.6	6.6	7.4	8.8	25.4	12.1	18.8	10.8	18.1	14.1	—	228.0	431
12. Medical - Laboratory Technologist, Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—
13. Medical - Laboratory Technologist, Female	—	14.7	6.0	6.7	10.0	9.5	1.0	15.6	12.9	12.3	9.7	—	130.9	436
14. Morgue Man	—	—	—	—	—	—	—	—	—	-2.2	—	—	—	—
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services														
16. Chambermaid	4.2	17.6	10.7	5.8	6.4	24.9	4.8	9.2	13.2	36.6	13.9	281.5	223.9	356
17. Cook, Institution, Male	4.5	10.9	3.5	4.5	5.3	21.0	0.8	7.3	9.9	22.2	9.3	164.9	121.7	381
18. Cook, Institution, Female	3.1	15.0	12.6	-0.4	7.4	32.5	5.7	6.8	9.4	22.5	12.0	213.3	177.7	391
19. Cook, Helper, Male	—	1.1	10.8	6.4	0.9	29.1	1.5	—	—	27.5	9.6	—	128.2	341
20. Cook, Helper, Female	—	1.0	13.9	8.9	3.9	34.0	1.4	3.0	13.1	30.0	11.6	—	167.5	345
21. Laundryman, Heavy Duties	1.7	14.7	9.4	2.8	4.7	19.2	4.8	9.5	10.1	27.7	11.2	177.8	159.7	369
22. Laundrywoman, Light Duties	4.4	12.4	11.0	3.8	5.5	27.2	4.4	12.0	13.3	35.8	13.5	271.3	212.4	361
23. Seamstress, Linen Room	—	10.2	7.3	4.1	6.1	23.0	3.3	14.2	12.2	34.9	12.4	—	187.1	348
Maintenance and Service														
24. Boiler Operator	—	10.8	20.4	4.8	2.3	—	—	—	—	—	—	—	—	—
25. Carpenter, Maintenance	—	4.2	7.8	2.8	4.6	18.9	0.0	7.3	12.6	18.0	8.3	—	104.8	372
26. Electrical Repairman	—	6.8	8.7	1.4	7.4	17.3	2.0	8.3	11.3	18.6	9.0	—	116.4	426
27. Labourer, Non-Production	—	13.8	19.4	-8.1	23.2	22.1	1.5	3.1	12.4	33.1	12.7	—	193.6	422
28. Stationary Engineer, 1st class	—	2.7	10.0	—	—	—	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	15.1	3.6	4.3	-1.9	—	—	27.0	-7.0	25.9	9.1	—	119.2	465
30. Stationary Engineer, 3rd class	—	11.8	8.7	1.4	5.1	17.1	4.4	4.0	15.4	17.1	9.3	—	122.4	426
31. Stationary Engineer, 4th class	—	-1.5	15.7	6.7	2.5	21.2	0.4	11.0	4.7	25.0	9.2	—	120.4	396
32. Truck Driver, Light and Heavy	—	0.7	4.3	10.5	1.2	12.6	13.7	—	—	33.9	8.9	—	115.9	350

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 6(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: QUEBEC, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 Nurse Aide	170	258	272	273	275	346	396	—	461	528	628
2 Nurse, General Duty	310	395	444	449	452	541	603	—	738	853	1,054
3 Nursing Assistant	216	316	344	345	347	442	484	—	591	678	804
4 Orderly, Certified	247	350	375	378	386	440	486	—	589	699	781
5 Orderly, Uncertified	—	327	349	354	358	403	444	—	539	610	681
6 Psychiatric Attendant, Male	263	342	365	372	397	441	481	—	571	652	727
7 Psychiatric Attendant, Female	172	258	289	316	321	418	456	—	551	629	701
Diagnostic and Treatment Services											
8. Diagnostic – Radiological Technician, Male	358	409	435	435	444	530	604	—	740	864	1,018
9. Diagnostic – Radiological Technician, Female	292	400	423	425	427	505	569	—	699	818	962
10. Medical – Laboratory Technician, Male	—	335	342	345	340	398	454	—	590	724	850
11. Medical – Laboratory Technician, Female	—	277	291	291	300	392	431	—	633	737	865
12. Medical – Laboratory Technologist, Male	—	423	443	435	436	524	603	—	732	860	1,010
13. Medical – Laboratory Technologist, Female	—	397	427	426	432	512	576	—	715	818	960
14. Morgue Man	—	377	389	390	398	450	507	—	618	717	807
15. Physiotherapist	—	—	—	—	—	—	—	—	833	1,046	1,140
Dietary and Housekeeping Services											
16 Chambermaid	155	251	268	270	273	341	386	—	457	552	652
17. Cook, Institution, Male	281	381	394	401	408	515	566	—	631	706	861
18. Cook, Institution, Female	178	307	329	335	333	489	516	—	613	709	864
19. Cook, Helper, Male	—	320	335	335	335	392	432	—	503	596	750
20. Cook, Helper, Female	—	255	276	278	281	356	393	—	471	563	708
21. Laundryman, Heavy Duties	239	324	343	346	348	415	457	—	524	603	703
22. Laundrywoman, Light Duties	162	259	274	276	278	345	379	—	466	563	670
23. Seamstress, Linen Room	—	271	287	288	291	362	393	—	488	568	662
Maintenance and Service											
24. Boiler Operator	—	373	—	432	427	449	487	—	561	736	—
25. Carpenter, Maintenance	—	425	443	453	454	506	548	—	658	770	887
26 Electrical Repairman	—	430	452	468	469	547	580	—	753	884	1,017
27 Labourer, Non-Production	—	319	335	349	356	408	432	—	528	597	707
28. Stationary Engineer, 1st class	—	522	550	557	575	641	662	—	821	952	1,089
29. Stationary Engineer, 2nd class	—	469	499	512	507	571	604	—	746	862	975
30. Stationary Engineer, 3rd class	—	424	450	453	444	516	551	—	672	766	896
31. Stationary Engineer, 4th class	—	390	407	407	406	452	482	—	580	670	787
32. Truck Driver, Light and Heavy	—	332	360	360	401	434	471	—	574	631	711
Standard Hours per Week	—	39.1	37.9	37.6	37.3	37.1	37.1	—	37.0	**	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

NOTE: Data for 1972 not available. Adjustments have been made for cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and for increases in salary scales retroactive to July 1, 1971 and July 1, 1975.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975 provided by the Quebec Department of Social Affairs.

TABLE 6(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: QUÉBEC, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase								Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75	
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1971-73 (Average Annual)	1974		1975	1962-75		1966-75
Nursing Services													
1. Nurse Aide	11.0	5.4	0.4	0.7	25.8	14.5	7.9	14.5	18.9	269.4	143.4	\$ 370	
2. Nurse, General Duty	6.2	12.4	1.1	0.7	19.7	11.5	10.6	15.6	23.6	240.0	166.8	659	
3. Nursing Assistant	10.0	8.9	0.3	0.6	27.4	9.5	10.5	14.7	18.6	272.2	154.4	488	
4. Orderly, Certified	9.1	7.1	0.8	2.1	14.0	10.5	10.1	18.7	11.7	216.2	123.1	431	
5. Orderly, Uncertified	—	6.7	1.4	1.1	12.6	10.2	10.2	13.2	11.6	—	108.3	354	
6. Psychiatric Attendant, Male	6.8	6.7	1.9	6.7	11.1	9.1	9.0	14.2	11.5	176.4	112.6	385	
7. Psychiatric Attendant, Female	10.7	12.0	9.3	1.6	30.2	9.1	9.9	14.2	11.4	307.6	171.7	443	
Diagnostic and Treatment Services													
8. Diagnostic - Radiological Technician, Male	3.4	6.4	0.0	2.1	19.4	14.0	10.7	16.8	17.8	184.4	148.9	609	
9. Diagnostic - Radiological Technician, Female	8.2	5.8	0.5	0.5	18.3	12.7	10.8	17.0	17.6	229.5	140.5	562	
10. Medical - Laboratory Technician, Male	—	2.1	0.9	-1.4	17.1	14.1	14.0	22.7	17.4	—	153.7	515	
11. Medical - Laboratory Technician, Female	—	5.1	0.0	3.1	30.7	9.9	21.2	16.4	17.4	—	212.3	588	
12. Medical - Laboratory Technologist, Male	—	4.7	-1.8	0.2	20.2	15.1	10.2	17.5	17.4	—	138.8	587	
13. Medical - Laboratory Technologist, Female	—	7.6	-0.2	1.4	18.5	12.5	11.4	14.4	17.4	—	141.8	563	
14. Morgue Man	—	3.2	0.3	2.1	13.1	12.7	10.6	16.0	12.6	—	114.1	430	
15. Physiotherapist	—	—	—	—	—	—	—	25.6	9.0	—	—	—	
Dietary and Housekeeping Services													
16. Chambermaid	12.8	6.8	0.7	1.1	24.9	13.2	8.8	20.8	18.1	320.6	159.8	401	
17. Cook, Institution, Male	7.9	3.4	1.8	1.7	26.2	9.9	5.6	11.9	22.0	206.4	126.0	480	
18. Cook, Institution, Female	14.6	7.2	1.8	-0.6	46.8	5.5	9.0	15.7	21.9	385.4	181.4	557	
19. Cook, Helper, Male	—	4.7	0.0	0.0	17.0	10.2	7.9	18.5	25.8	—	134.4	430	
20. Cook, Helper, Female	—	8.2	0.7	1.1	26.7	10.4	9.5	19.5	16.6	—	177.6	453	
21. Laundryman, Heavy Duties	7.9	5.9	0.9	0.6	19.3	10.1	7.1	15.1	19.0	194.1	117.0	379	
22. Laundrywoman, Light Duties	12.4	5.8	0.7	0.7	24.1	9.9	10.9	20.8	19.0	313.6	158.7	411	
23. Seamstress, Linen Room	—	5.9	0.3	1.0	24.4	8.6	11.4	16.4	16.5	—	144.3	391	
Maintenance and Service													
24. Boiler Operator	—	—	—	-1.2	5.2	8.5	7.3	31.2	—	—	—	—	
25. Carpenter, Maintenance	—	4.2	2.3	0.2	11.5	8.3	9.6	17.0	15.2	—	108.7	462	
26. Electrical Repairman	—	5.1	3.5	0.2	16.6	6.0	13.9	17.4	15.0	—	136.5	587	
27. Labourer, Non-Production	—	5.0	4.2	2.0	14.6	5.9	10.6	13.1	18.4	—	121.6	388	
28. Stationary Engineer, 1st class	—	5.4	1.3	3.2	11.5	3.3	11.4	16.0	14.4	—	108.6	567	
29. Stationary Engineer, 2nd class	—	6.4	2.6	-1.0	12.6	5.8	11.1	15.5	13.1	—	107.9	506	
30. Stationary Engineer, 3rd class	—	6.1	0.7	-2.0	16.2	6.8	10.4	14.0	17.0	—	111.3	472	
31. Stationary Engineer, 4th class	—	4.4	0.0	-0.2	11.3	6.6	9.7	15.5	17.5	—	101.8	397	
32. Truck Driver, Light and Heavy	—	8.4	0.0	11.4	8.2	8.5	10.4	9.9	12.7	—	114.2	379	

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wages Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975. Information on cost of living allowances retroactive to July 1, 1973 and July 1, 1974, and on increases in salary scales retroactive to July 1, 1971 and July 1, 1975 provided by the Quebec Department of Social Affairs.

**TABLE 7(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL²
IN REPORTING HOSPITALS³: ONTARIO, AS AT OCTOBER 1, 1962 TO 1975⁴**

Occupation	Average Monthly Rates ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 Nurse Aide	184	231	256	284	310	338	371	398	438	544	705
2 Nurse, General Duty	317	397	430	480	514	560	606	650	699	908	1,106
3 Nursing Assistant	223	275	306	339	370	401	441	481	528	642	796
4 Orderly, Certified	245	306	331	364	397	429	470	507	554	646	807
5 Orderly, Uncertified	—	274	302	335	363	403	428	462	530	624	788
6 Psychiatric Attendant, Male	294	358	414	451	480	500	547	579	620	688	846
7 Psychiatric Attendant, Female	258	319	385	428	468	499	547	578	623	700	852
Diagnostic and Treatment Services											
8. Diagnostic – Radiological Technician, Male	354	401	446	478	517	548	612	656	716	867	1,056
9. Diagnostic – Radiological Technician, Female	299	358	391	434	470	514	554	596	648	843	1,021
10. Medical – Laboratory Technician, Male	—	291	312	350	380	429	429	484	630	831	924
11. Medical – Laboratory Technician, Female	—	257	283	314	360	390	401	438	545	739	804
12. Medical – Laboratory Technologist, Male	—	401	427	476	513	549	609	650	703	885	1,066
13. Medical – Laboratory Technologist, Female	—	361	404	448	487	526	569	613	659	851	1,030
14. Morgue Man	—	310	344	379	418	441	486	529	574	697	853
15. Physiotherapist	—	—	—	—	—	—	—	—	783	980	1,147
Dietary and Housekeeping Services											
16. Chambermaid	178	226	255	282	303	327	360	391	433	532	673
17. Cook, Institution, Male	281	352	388	429	455	480	528	560	597	674	847
18. Cook, Institution, Female	204	281	303	335	364	386	430	472	507	616	759
19. Cook Helper, Male	—	281	329	364	385	388	460	477	507	610	783
20. Cook, Helper, Female	—	234	263	294	323	346	386	416	431	539	695
21. Laundryman, Heavy Duties	240	289	318	349	388	408	449	480	521	610	768
22. Laundrywoman, Light Duties	180	227	255	280	309	327	365	394	421	522	668
23. Seamstress, Linen Room	—	236	271	293	320	343	378	410	450	544	690
Maintenance and Service											
24. Boiler Operator	—	343	366	423	449	505	599	613	690	769	960
25. Carpenter, Maintenance	—	412	440	486	520	553	618	661	707	815	978
26. Electrical Repairman	—	441	473	524	569	611	671	715	756	885	1,036
27. Labourer, Non-Production	—	278	314	352	380	411	444	488	535	640	785
28. Stationary Engineer, 1st class	—	602	643	785	743	811	862	959	1,021	1,225	1,423
29. Stationary Engineer, 2nd class	—	542	567	619	650	729	746	799	849	961	1,150
30. Stationary Engineer, 3rd class	—	448	478	521	559	606	661	710	752	856	1,031
31. Stationary Engineer, 4th class	—	379	410	447	475	531	580	613	649	769	924
32. Truck Driver, Light and Heavy	—	354	371	416	444	471	519	550	593	666	839
Standard Hours per Week	—	39.8	39.8	39.8	39.7	39.5	39.4	39.4	39.2	**	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 7(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: ONTARIO AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975		1962-75	1966-75	
Nursing Services														
1. Nurse Aide	5.9	10.8	10.9	9.2	9.0	9.8	7.3	10.1	24.2	29.6	13.2	283.2	205.2	\$ 474
2. Nurse, General Duty	5.8	8.3	11.6	7.1	8.9	8.2	7.3	7.5	29.9	21.8	12.1	248.9	178.6	709
3. Nursing Assistant	5.4	11.3	10.8	9.1	8.4	10.0	9.1	9.8	21.6	24.0	12.5	257.0	189.5	521
4. Orderly, Certified	5.7	8.2	10.0	9.1	8.1	9.6	7.9	9.3	16.6	24.9	11.4	229.4	163.7	501
5. Orderly, Uncertified	—	10.2	10.9	8.4	11.0	6.2	7.9	14.7	17.7	26.3	12.5	—	187.6	514
6. Psychiatric Attendant, Male	5.0	15.6	8.9	6.4	4.2	9.4	5.9	7.1	11.0	23.0	10.0	187.8	136.3	488
7. Psychiatric Attendant, Female	5.4	20.7	11.2	9.3	6.6	9.6	5.7	7.8	12.4	21.7	11.5	230.2	167.1	533
Diagnostic and Treatment Services														
8. Diagnostic - Radiological Technician, Male	3.2	11.2	7.2	8.2	6.0	11.7	7.2	9.1	21.1	21.8	11.4	198.3	163.3	655
9. Diagnostic - Radiological Technician, Female	4.6	9.2	11.0	8.3	9.4	7.8	7.6	8.7	30.1	21.1	12.3	241.5	185.2	663
10. Medical - Laboratory Technician, Male	—	7.2	12.2	8.6	12.9	0.0	12.8	30.2	31.9	11.2	13.7	—	217.5	633
11. Medical - Laboratory Technician, Female	—	10.1	11.0	14.7	8.3	2.8	9.2	24.4	35.6	8.8	13.5	—	212.8	547
12. Medical - Laboratory Technologist, Male	—	6.5	11.5	7.8	7.0	10.9	6.7	8.2	25.9	20.5	11.5	—	165.8	665
13. Medical - Laboratory Technologist, Female	—	11.9	10.9	8.7	8.0	8.2	7.7	7.5	29.1	21.0	12.4	—	185.3	669
14. Morgue Man	—	11.0	10.2	10.3	5.5	10.2	8.8	8.5	21.4	22.4	11.9	—	175.2	543
15. Physiotherapist	—	—	—	—	—	—	—	—	25.2	17.0	—	—	—	—
Dietary and Housekeeping Services														
16. Chambermaid	6.2	12.8	10.6	7.4	7.9	10.1	8.6	10.7	22.9	26.5	12.9	278.1	197.8	447
17. Cook, Institution, Male	5.8	10.2	10.6	6.1	5.5	10.0	6.1	6.6	12.9	25.7	10.2	201.4	140.6	495
18. Cook, Institution, Female	8.3	7.8	10.6	8.7	6.0	11.4	9.8	7.4	21.5	23.2	11.7	272.1	170.1	478
19. Cook, Helper, Male	—	17.1	10.6	5.8	0.8	18.6	3.7	6.3	20.3	28.4	12.1	—	178.7	502
20. Cook, Helper, Female	—	12.4	11.8	10.0	7.1	11.6	7.8	3.6	25.1	28.9	12.9	—	197.0	461
21. Laundryman, Heavy Duties	4.8	10.0	9.7	11.2	5.2	10.0	6.9	8.5	17.1	25.9	11.5	220.0	165.7	479
22. Laundrywoman, Light Duties	6.0	12.3	9.8	10.4	5.8	11.6	7.9	6.9	24.0	28.0	12.7	271.1	194.3	441
23. Seamstress, Linen Room	—	14.8	8.1	9.2	7.2	10.2	8.5	9.8	20.9	26.8	12.7	—	192.4	454
Maintenance and Service														
24. Boiler Operator	—	6.7	15.6	6.1	12.5	18.6	2.3	12.6	11.4	24.8	12.1	—	179.9	617
25. Carpenter, Maintenance	—	6.8	10.5	7.0	6.3	11.8	7.0	7.0	15.3	20.0	10.1	—	137.4	566
26. Electrical Repairman	—	7.3	10.8	8.6	7.4	9.8	6.6	5.7	17.1	17.1	10.0	—	134.9	595
27. Labourer, Non-Production	—	13.0	12.1	8.0	8.2	8.0	9.9	9.6	19.6	22.7	12.2	—	182.4	507
28. Stationary Engineer, 1st class	—	6.8	22.1	5.4	9.2	6.3	11.3	6.5	20.0	16.2	10.0	—	136.4	821
29. Stationary Engineer, 2nd class	—	4.6	9.2	5.0	12.2	2.3	7.1	6.3	13.2	19.7	8.7	—	112.2	608
30. Stationary Engineer, 3rd class	—	6.7	9.0	7.3	8.4	9.1	7.4	5.9	13.8	20.4	9.7	—	130.1	583
31. Stationary Engineer, 4th class	—	8.2	9.0	6.3	11.8	9.2	5.7	5.9	18.5	20.2	10.4	—	143.8	545
32. Truck Driver, Light and Heavy	—	4.8	17.5	6.7	6.1	10.2	6.0	7.8	12.3	26.0	10.1	—	137.0	485

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 8(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: MANITOBA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1. Nurse Aide	165	197	213	239	262	282	317	348	390	469	592
2. Nurse, General Duty	307	378	401	452	485	536	583	621	648	731	995
3. Nursing Assistant	227	270	287	315	343	375	395	430	472	539	755
4. Orderly, Certified	266	303	326	357	404	422	470	499	543	609	714
5. Orderly, Uncertified	—	284	301	—	346	350	407	432	439	506	711
6. Psychiatric Attendant, Male	—	—	—	—	432	445	—	506	596	576	—
7. Psychiatric Attendant, Female	—	—	—	326	363	492	532	—	—	568	—
Diagnostic and Treatment Services											
8. Diagnostic – Radiological Technician, Male	333	407	408	433	484	515	568	600	679	724	903
9. Diagnostic – Radiological Technician, Female	289	353	372	399	459	498	533	592	627	714	844
10. Medical – Laboratory Technician, Male	—	—	—	386	—	429	—	447	656	—	—
11. Medical – Laboratory Technician, Female	—	220	239	288	—	425	—	454	585	623	800
12. Medical – Laboratory Technologist, Male	—	351	394	—	498	554	583	607	709	821	983
13. Medical – Laboratory Technologist, Female	—	340	371	417	456	500	537	604	648	762	960
14. Morgue Man	—	—	—	385	412	457	479	514	540	—	—
15. Physiotherapist	—	—	—	—	—	—	—	—	723	—	852
Dietary and Housekeeping Services											
16. Chambermaid	154	194	202	228	257	281	307	332	373	449	555
17. Cook, Institution, Male	281	330	352	402	443	438	495	532	584	625	743
18. Cook, Institution, Female	205	255	283	333	357	365	407	437	459	508	672
19. Cook, Helper, Male	—	251	—	340	299	336	403	411	439	559	640
20. Cook, Helper, Female	—	198	235	264	286	301	339	343	379	443	572
21. Laundryman, Heavy Duties	246	301	311	346	380	405	451	477	514	597	690
22. Laundrywoman, Light Duties	165	197	213	236	265	285	313	340	377	462	576
23. Seamstress, Linen Room	—	211	223	254	259	314	333	362	403	477	603
Maintenance and Service											
24. Boiler Operator	—	354	365	—	479	456	514	554	—	—	—
25. Carpenter, Maintenance	—	410	434	467	501	524	600	614	679	824	921
26. Electrical Repairman	—	460	479	526	605	644	700	724	805	940	1,072
27. Labourer, Non-Production	—	247	301	337	358	400	433	496	472	623	—
28. Stationary Engineer, 1st class	—	614	633	690	778	780	902	906	1,035	1,096	1,290
29. Stationary Engineer, 2nd class	—	493	524	572	621	664	729	803	832	992	1,151
30. Stationary Engineer, 3rd class	—	405	439	494	515	579	645	652	683	812	968
31. Stationary Engineer, 4th class	—	367	370	391	430	468	510	554	626	674	868
32. Truck Driver, Light and Heavy	—	—	—	—	—	—	—	—	525	—	—
Standard Hours per Week	—	39.9	39.9	39.9	39.9	39.3	39.8	39.6	39.6	**	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 8(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: MANITOBA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975		1962-75	1966-75	
Nursing Services														
1. Nurse Aide	4.5	8.1	12.2	9.6	7.6	12.4	9.8	12.1	20.3	26.2	13.0	258.8	200.5	\$ 395
2. Nurse, General Duty	5.3	6.1	12.7	7.3	10.5	8.8	6.5	4.3	12.8	36.1	11.4	224.1	163.2	617
3. Nursing Assistant	4.4	6.3	9.8	8.9	9.3	5.3	8.9	9.8	14.2	40.1	12.1	232.6	179.6	485
4. Orderly, Certified	3.3	7.3	9.8	13.2	4.5	11.4	6.2	8.8	12.2	17.2	10.0	168.4	135.6	411
5. Orderly, Uncertified	—	6.0	—	—	1.2	16.3	6.1	1.6	14.6	41.4	10.7	—	150.4	427
6. Psychiatric Attendant, Male	—	—	—	—	3.0	—	—	17.8	-3.4	—	—	—	—	—
7. Psychiatric Attendant, Female	—	—	—	11.3	35.5	8.1	—	—	—	—	—	—	—	—
Diagnostic and Treatment Services														
8. Diagnostic - Radiological Technician, Male	5.1	0.2	6.1	11.8	6.4	10.3	5.6	13.2	6.6	24.7	9.3	171.2	121.9	496
9. Diagnostic - Radiological Technician, Female	5.1	5.4	7.3	15.0	8.5	7.0	11.1	5.9	13.9	18.2	10.2	192.0	139.1	491
10. Medical - Laboratory Technician, Male	—	—	—	—	—	—	—	46.8	—	—	—	—	—	—
11. Medical - Laboratory Technician, Female	—	8.6	20.5	—	—	—	4.1	28.9	6.5	28.4	15.4	—	263.6	580
12. Medical - Laboratory Technologist, Male	—	12.3	—	—	11.2	5.2	—	16.8	15.8	19.7	12.1	—	180.1	632
13. Medical - Laboratory Technologist, Female	—	9.1	12.4	9.4	9.6	7.4	12.5	7.3	17.6	26.0	12.2	—	182.4	620
14. Morgue Man	—	—	—	7.0	10.9	4.8	7.3	5.1	—	—	—	—	—	—
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services														
16. Chambermaid	5.9	4.1	12.9	12.7	9.3	9.3	8.1	12.3	20.4	23.6	12.4	260.4	186.1	361
17. Cook, Institution, Male	4.1	6.7	14.2	10.2	-1.1	13.0	7.5	9.8	7.0	18.9	9.4	164.4	125.2	413
18. Cook, Institution, Female	5.6	11.0	17.7	7.2	2.2	11.5	7.4	5.0	10.7	32.3	11.4	227.8	163.5	417
19. Cook, Helper, Male	—	—	—	—	12.4	19.9	2.0	6.8	27.3	14.5	11.0	—	155.0	389
20. Cook, Helper, Female	—	18.7	12.3	8.3	5.2	12.6	1.2	10.5	16.9	29.1	12.5	—	188.9	374
21. Laundryman, Heavy Duties	5.2	3.3	11.3	9.8	6.6	11.4	5.8	7.8	16.1	15.6	9.7	180.5	129.2	389
22. Laundrywoman, Light Duties	4.5	8.1	10.8	12.3	7.5	9.8	8.6	10.9	22.5	24.7	12.7	249.1	192.4	379
23. Seamstress, Linen Room	—	5.7	13.9	2.0	21.2	6.1	8.7	11.3	18.4	26.4	12.4	—	185.8	392
Maintenance and Service														
24. Boiler Operator	—	3.1	—	—	-4.8	12.7	7.8	—	—	—	—	—	—	—
25. Carpenter, Maintenance	—	5.9	7.6	7.3	4.6	14.5	2.3	10.6	21.4	11.8	9.4	—	114.6	511
26. Electrical Repairman	—	4.1	9.8	15.0	6.4	8.7	3.4	11.2	16.8	14.0	9.9	—	133.0	612
27. Labourer, Non-Production	—	21.9	12.0	6.2	11.7	8.3	14.5	-4.8	32.0	—	—	—	—	—
28. Stationary Engineer, 1st class	—	3.1	9.0	12.8	0.3	15.6	0.4	14.2	5.9	17.7	8.6	—	110.1	676
29. Stationary Engineer, 2nd class	—	6.3	9.2	8.6	6.9	9.8	10.2	3.6	19.2	16.0	9.9	—	133.5	658
30. Stationary Engineer, 3rd class	—	8.4	12.5	4.3	12.4	11.4	1.1	4.8	18.9	19.2	10.2	—	139.0	563
31. Stationary Engineer, 4th class	—	0.8	5.7	10.0	8.8	9.0	8.6	13.0	7.7	28.8	10.0	—	136.5	501
32. Truck Driver, Light and Heavy	—	—	—	—	—	—	—	—	—	—	—	—	—	—

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 9(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: SASKATCHEWAN, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1. Nurse Aide	203	224	239	262	283	325	328	368	420	502	571
2. Nurse, General Duty	314	385	414	451	485	530	563	589	629	766	870
3. Nursing Assistant	214	258	282	301	328	363	378	425	502	597	690
4. Orderly, Certified	265	316	341	367	394	428	446	489	536	679	785
5. Orderly, Uncertified	—	285	289	320	345	382	385	404	407	628	718
6. Psychiatric Attendant, Male	—	—	434	436	—	—	374	396	407	—	662
7. Psychiatric Attendant, Female	—	—	350	339	340	—	329	385	403	680	676
Diagnostic and Treatment Services											
8. Diagnostic — Radiological Technician, Male	320	375	419	448	477	527	570	586	671	801	942
9. Diagnostic — Radiological Technician, Female	298	340	361	399	421	465	487	527	616	746	859
10. Medical — Laboratory Technician, Male	—	288	255	276	295	314	346	432	563	—	—
11. Medical — Laboratory Technician, Female	—	273	406	464	514	508	580	590	738	622	855
12. Medical — Laboratory Technologist, Male	—	343	382	451	451	485	517	547	634	752	842
13. Medical — Laboratory Technologist, Female	—	355	357	381	419	459	494	502	576	723	887
14. Morgue Man	—	330	—	—	—	—	—	—	669	901	758
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—	1,010
Dietary and Housekeeping Services											
16. Chambermaid	181	219	235	252	268	291	311	352	410	485	550
17. Cook, Institution, Male	293	340	379	396	409	456	482	512	573	680	771
18. Cook, Institution, Female	205	262	279	291	319	345	341	411	488	565	653
19. Cook, Helper, Male	—	259	309	344	346	359	402	436	432	521	648
20. Cook, Helper, Female	—	225	246	266	270	302	305	350	413	502	571
21. Laundryman, Heavy Duties	254	295	322	338	357	384	397	452	504	545	—
22. Laundrywoman, Light Duties	196	231	248	263	279	305	312	361	406	490	—
23. Seamstress, Linen Room	—	246	265	278	296	321	330	375	421	505	581
Maintenance and Service											
24. Boiler Operator	—	314	350	381	392	448	462	489	533	671	759
25. Carpenter, Maintenance	—	381	425	456	496	560	567	629	690	833	914
26. Electrical Repairman	—	463	503	539	619	673	700	756	835	964	1,107
27. Labourer, Non-Production	—	284	302	354	321	377	411	462	523	600	711
28. Stationary Engineer, 1st class	—	473	548	589	619	650	707	807	850	919	1,085
29. Stationary Engineer, 2nd class	—	470	496	555	600	640	676	735	817	933	1,085
30. Stationary Engineer, 3rd class	—	392	411	428	480	522	546	579	700	812	957
31. Stationary Engineer, 4th class	—	348	362	385	404	448	458	558	614	731	823
32. Truck Driver, Light and Heavy	—	—	348	393	402	—	446	508	528	661	766
Standard Hours per Week	—	40.0	40.0	40.0	40.0	39.9	39.9	39.9	39.8	**	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 9(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³ SASKATCHEWAN, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75
												1962-75	1966-75	
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975				
Nursing Services														
1. Nurse Aide	2.5	6.7	9.6	8.0	14.8	0.9	12.2	14.1	19.5	13.7	11.0	181.3	154.9	\$ 347
2. Nurse, General Duty	5.2	7.5	8.9	7.5	9.3	6.2	4.6	6.8	21.8	13.6	9.5	177.1	126.0	485
3. Nursing Assistant	4.8	9.3	6.7	9.0	10.7	4.1	12.4	18.1	18.9	15.6	11.6	222.4	167.4	432
4. Orderly, Certified	4.5	7.9	7.6	7.4	8.6	4.2	9.6	9.6	26.7	15.6	10.6	196.2	148.4	469
5. Orderly, Uncertified	—	1.4	10.7	7.8	10.7	0.8	4.9	27.7	21.7	14.3	10.8	—	151.9	433
6. Psychiatric Attendant, Male	—	—	0.5	—	—	—	5.9	2.8	—	—	—	—	—	—
7. Psychiatric Attendant, Female	—	—	-3.1	0.3	—	—	17.0	4.7	68.7	-0.6	—	—	—	—
Diagnostic and Treatment Services														
8. Diagnostic - Radiological Technician, Male	4.0	11.7	6.9	6.5	10.5	8.2	2.8	14.5	19.4	17.6	10.8	194.4	151.2	567
9. Diagnostic - Radiological Technician, Female	3.4	6.2	10.5	5.5	10.5	4.7	8.2	16.9	21.1	15.1	10.8	188.3	152.6	519
10. Medical - Laboratory Technician, Male	—	16.0	0.6	2.4	—	—	1.2	30.3	—	—	—	—	—	—
11. Medical - Laboratory Technician, Female	—	4.9	8.2	6.9	6.4	10.2	10.4	24.9	30.4	37.5	15.0	—	251.9	612
12. Medical - Laboratory Technologist, Male	—	8.8	14.3	10.8	-1.2	14.2	1.7	25.1	14.1	14.6	11.1	—	158.7	592
13. Medical - Laboratory Technologist, Female	—	7.6	9.2	8.2	7.5	6.6	5.8	15.9	18.6	18.0	10.7	—	149.9	532
14. Morgue Man	—	8.2	6.7	10.0	9.5	7.6	1.6	14.7	25.5	4.8	9.7	—	129.7	428
15. Physiotherapist	—	—	—	—	—	—	—	—	—	12.1	—	—	—	—
Dietary and Housekeeping Services														
16. Chambermaid	4.9	7.3	7.2	6.3	8.6	6.9	13.2	16.5	18.3	13.4	10.8	203.9	151.1	331
17. Cook, Institution, Male	3.8	11.5	4.5	3.3	11.5	5.7	6.2	11.9	18.7	13.4	9.5	163.1	116.8	431
18. Cook, Institution, Female	6.3	6.5	4.3	9.6	8.2	-1.2	20.5	18.7	15.8	15.6	10.7	218.5	149.2	391
19. Cook, Helper, Male	—	19.3	11.3	0.6	3.8	12.0	8.5	-0.9	20.6	24.4	10.7	—	150.2	389
20. Cook, Helper, Female	—	9.3	8.1	1.5	11.9	1.0	14.8	18.0	21.6	13.7	10.9	—	153.8	346
21. Laundryman, Heavy Duties	3.8	9.2	5.0	5.6	7.6	3.4	13.9	11.5	8.1	—	—	—	—	—
22. Laundrywoman, Light Duties	4.2	7.4	6.0	6.1	9.3	2.3	15.7	12.5	20.7	—	—	—	—	—
23. Seamstress, Linen Room	—	7.7	4.9	6.5	8.4	2.8	13.6	12.3	20.0	15.1	10.0	—	136.2	335
Maintenance and Service														
24. Boiler Operator	—	11.5	8.9	2.9	14.3	3.1	5.8	9.0	25.9	13.1	10.3	—	141.7	445
25. Carpenter, Maintenance	—	11.5	7.3	8.8	12.9	1.3	10.9	9.7	20.7	9.7	10.2	—	139.9	533
26. Electrical Repairman	—	8.6	7.2	14.8	8.7	4.0	8.0	10.4	15.4	14.8	10.2	—	139.1	644
27. Labourer, Non-Production	—	6.3	6.3	10.3	6.5	9.0	12.4	13.2	14.7	18.5	10.7	—	150.4	427
28. Stationary Engineer, 1st class	—	15.9	7.5	5.1	5.0	8.8	14.1	5.3	8.1	18.1	9.7	—	129.4	612
29. Stationary Engineer, 2nd class	—	5.5	11.9	8.1	6.7	5.6	8.7	11.2	14.2	16.3	9.7	—	130.9	615
30. Stationary Engineer, 3rd class	—	4.8	4.1	12.1	8.8	4.6	6.0	20.9	16.0	17.9	10.4	—	144.1	565
31. Stationary Engineer, 4th class	—	4.0	6.4	4.9	10.9	2.2	21.8	10.0	19.1	12.6	10.0	—	136.5	475
32. Truck Driver, Light and Heavy	—	—	12.9	2.3	—	—	13.9	3.9	25.2	15.9	—	—	—	—

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 10(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: ALBERTA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 Nurse Aide	178	222	240	259	301	332	357	386	410	482	727
2 Nurse, General Duty	311	387	413	446	503	545	585	618	664	757	989
3 Nursing Assistant	213	258	278	317	353	375	399	434	479	534	777
4 Orderly, Certified	260	343	379	394	443	471	507	548	597	669	833
5 Orderly, Uncertified	—	298	303	321	380	380	438	481	505	579	770
6 Psychiatric Attendant, Male	289	448	—	343	384	408	431	459	499	566	932
7 Psychiatric Attendant, Female	—	—	251	268	293	319	335	399	460	557	—
Diagnostic and Treatment Services											
8. Diagnostic - Radiological Technician, Male	353	386	422	461	505	531	571	626	661	730	977
9. Diagnostic - Radiological Technician, Female	284	344	393	416	470	517	541	562	592	702	958
10. Medical - Laboratory Technician, Male	—	260	—	403	471	408	—	444	460	698	773
11. Medical - Laboratory Technician, Female	—	234	269	293	319	351	389	429	492	597	792
12. Medical - Laboratory Technologist, Male	—	389	404	453	511	565	579	603	666	761	988
13. Medical - Laboratory Technologist, Female	—	363	404	432	476	538	563	576	616	721	959
14. Morgue Man	—	351	383	457	478	519	536	544	601	674	882
15. Physiotherapist	—	—	—	—	—	—	—	—	674	767	939
Dietary and Housekeeping Services											
16. Chambermaid	173	211	237	254	290	315	344	377	413	478	671
17. Cook, Institution, Male	292	375	385	396	456	483	520	552	585	642	969
18. Cook, Institution, Female	211	270	298	307	363	385	417	446	471	537	832
19. Cook, Helper, Male	—	265	278	281	340	348	405	403	456	497	672
20. Cook, Helper, Female	—	211	239	263	301	327	354	382	412	474	680
21. Laundryman, Heavy Duties	266	313	320	345	388	427	455	486	510	580	763
22. Laundrywoman, Light Duties	179	216	243	261	307	336	362	388	418	495	685
23. Seamstress, Linen Room	—	234	256	279	316	343	367	393	439	503	729
Maintenance and Service											
24. Boiler Operator	—	337	357	387	423	483	500	512	561	654	909
25. Carpenter, Maintenance	—	420	466	482	582	618	707	743	758	812	1,130
26. Electrical Repairman	—	474	529	556	669	767	829	903	994	1,092	1,425
27. Labourer, Non-Production	—	287	317	328	352	449	440	488	511	630	773
28. Stationary Engineer, 1st class	—	—	—	—	749	802	826	869	904	1,087	1,243
29. Stationary Engineer, 2nd class	—	567	601	652	574	633	662	683	771	846	1,133
30. Stationary Engineer, 3rd class	—	436	459	492	478	588	—	504	645	725	1,034
31. Stationary Engineer, 4th class	—	380	406	428	464	530	—	582	651	725	793
32. Truck Driver, Light and Heavy	—	354	371	397	464	530	576	582	651	725	793
Standard Hours per Week	—	39.9	40.0	40.0	40.0	39.7	39.8	39.4	39.2	**	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1962, 1966-1973*; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 10(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: ALBERTA, AS AT OCTOBER 1, 1962 TO 1975⁵

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75
												1962-75	1966-75	
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975				
Nursing Services														
1. Nurse Aide	5.7	18.1	7.9	16.2	10.3	7.5	8.1	6.2	17.6	50.8	308.4	227.5	\$ 505	
2. Nurse, General Duty	5.6	6.7	8.0	12.8	8.3	7.3	5.6	7.4	14.0	30.6	218.0	155.6	602	
3. Nursing Assistant	4.9	7.8	14.0	11.4	6.2	6.4	8.8	10.4	11.5	45.5	264.8	201.2	519	
4. Orderly, Certified	7.2	10.5	4.0	12.4	6.3	7.6	8.1	8.9	12.1	24.5	220.4	142.9	490	
5. Orderly, Uncertified	—	1.7	5.9	18.4	0.0	15.3	9.8	5.0	14.7	33.0	—	158.4	472	
6. Psychiatric Attendant, Male	11.6	—	—	12.0	6.3	5.6	6.5	8.7	13.4	64.7	222.5	108.0	484	
7. Psychiatric Attendant, Female	—	—	6.8	9.3	8.9	5.0	19.1	15.3	21.1	—	—	—	—	
Diagnostic and Treatment Services														
8. Diagnostic - Radiological Technician, Male	2.3	9.3	9.2	9.5	5.1	7.5	9.6	5.6	10.4	33.8	176.8	153.1	591	
9. Diagnostic - Radiological Technician, Female	4.9	14.2	5.9	13.0	10.0	4.6	3.9	5.3	18.6	36.5	237.3	178.5	614	
10. Medical - Laboratory Technician, Male	—	—	—	16.9	-13.4	—	—	48.6	5.8	10.7	—	197.3	513	
11. Medical - Laboratory Technician, Female	—	15.0	8.9	8.9	10.0	10.8	10.3	14.7	21.3	32.7	—	238.5	558	
12. Medical - Laboratory Technologist, Male	—	3.9	12.1	12.8	10.6	2.5	4.1	10.4	14.3	29.8	—	154.0	599	
13. Medical - Laboratory Technologist, Female	—	11.3	6.9	10.2	13.0	4.6	2.3	6.9	17.0	33.0	—	164.2	596	
14. Morgue Man	—	9.1	19.3	4.6	8.6	3.3	1.5	10.5	12.1	30.9	—	151.3	531	
15. Physiotherapist	—	—	—	—	—	—	—	—	13.8	22.4	—	—	—	
Dietary and Housekeeping Services														
16. Chambermaid	5.1	12.3	7.2	14.2	8.6	9.2	9.6	9.5	15.7	40.4	287.9	218.0	460	
17. Cook, Institution, Male	6.5	2.7	2.9	15.2	5.9	7.7	6.2	6.0	9.7	50.9	231.8	158.4	594	
18. Cook, Institution, Female	6.4	10.4	3.0	18.2	6.1	8.3	7.0	5.6	14.0	54.9	294.3	208.1	562	
19. Cook, Helper, Male	—	4.9	1.1	21.0	2.4	16.4	-0.5	13.2	9.0	35.2	—	153.6	407	
20. Cook, Helper, Female	—	13.3	10.0	14.4	12.0	5.0	7.9	7.9	15.0	43.5	—	222.3	469	
21. Laundryman, Heavy Duties	4.2	2.2	7.8	12.5	10.1	6.6	6.8	4.9	13.7	31.6	186.8	143.8	450	
22. Laundrywoman, Light Duties	4.8	12.5	7.4	17.6	9.4	7.7	7.2	7.7	18.4	38.4	282.7	217.1	469	
23. Seamstress, Linen Room	—	9.4	9.0	13.3	8.5	7.0	7.1	11.7	14.6	44.9	—	211.5	495	
Maintenance and Service														
24. Boiler Operator	—	5.9	8.4	9.3	14.2	3.5	2.4	9.6	16.6	39.0	—	169.7	572	
25. Carpenter, Maintenance	—	11.0	3.4	20.7	6.2	14.4	5.1	2.0	7.1	39.2	—	169.0	710	
26. Electrical Repairman	—	11.6	5.1	20.3	14.6	8.1	8.9	10.1	9.9	30.5	—	200.6	951	
27. Labourer, Non-Production	—	10.5	3.5	7.3	27.6	-2.0	10.9	4.7	23.3	22.7	—	169.3	486	
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	—	—	—	—	
29. Stationary Engineer, 2nd class	—	6.0	8.5	14.9	7.1	3.0	5.2	4.0	20.2	14.4	—	119.2	676	
30. Stationary Engineer, 3rd class	—	5.3	7.2	16.7	10.3	4.6	3.2	12.9	9.7	33.9	—	159.9	697	
31. Stationary Engineer, 4th class	—	6.8	5.4	11.7	23.0	—	—	28.0	12.4	42.6	—	172.1	654	
32. Truck Driver, Light and Heavy	—	4.8	7.0	16.9	14.2	8.7	1.0	11.9	11.4	9.4	—	124.0	439	

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 11(a):* AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: BRITISH COLUMBIA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Average Monthly Rate ⁵										
	1962	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Nursing Services	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1. Nurse Aide	213	274	303	339	344	394	447	477	515	716	817
2. Nurse, General Duty	333	406	427	521	563	612	660	710	753	951	1,146
3. Nursing Assistant	228	262	306	340	393	445	495	528	566	752	937
4. Orderly, Certified	305	361	413	443	500	550	583	630	662	817	951
5. Orderly, Uncertified	—	291	358	436	453	500	549	609	644	710	957
6. Psychiatric Attendant, Male	300	387	430	469	544	546	586	595	643	882	1,071
7. Psychiatric Attendant, Female	254	359	416	427	489	521	561	594	647	804	1,014
Diagnostic and Treatment Services											
8. Diagnostic - Radiological Technician, Male	341	407	480	524	617	666	703	739	818	1,012	1,213
9. Diagnostic - Radiological Technician, Female	318	379	433	488	555	605	669	707	749	914	1,156
10. Medical - Laboratory Technician, Male	—	318	—	416	400	—	503	—	634	908	947
11. Medical - Laboratory Technician, Female	—	256	291	324	358	415	441	504	585	895	873
12. Medical - Laboratory Technologist, Male	—	422	479	534	578	647	703	759	806	999	1,279
13. Medical - Laboratory Technologist, Female	—	387	450	493	545	600	659	704	758	945	1,175
14. Morgue Man	—	378	434	487	522	606	662	715	796	963	1,057
15. Physiotherapist	—	—	—	—	—	—	—	—	823	963	1,213
Dietary and Housekeeping Services											
16. Chambermaid	203	235	263	285	320	375	413	446	487	658	784
17. Cook, Institution, Male	299	377	437	442	497	553	584	630	671	846	977
18. Cook, Institution, Female	235	301	344	391	430	473	537	560	598	739	889
19. Cook, Helper, Male	—	358	386	434	472	520	513	571	655	767	897
20. Cook, Helper, Female	—	260	295	327	362	422	467	502	513	662	807
21. Laundryman, Heavy Duties	302	368	418	463	502	525	600	648	710	834	950
22. Laundrywoman, Light Duties	209	247	281	309	339	372	434	457	510	679	790
23. Seamstress, Linen Room	—	266	292	321	359	387	447	459	544	683	817
Maintenance and Service											
24. Boiler Operator	—	406	484	474	539	580	690	708	790	—	—
25. Carpenter, Maintenance	—	477	526	577	653	701	774	845	868	1,035	1,259
26. Electrical Repairman	—	517	588	645	749	772	869	905	953	1,189	1,395
27. Labourer, Non-Production	—	356	424	469	496	542	578	629	684	829	963
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	1,106	—
29. Stationary Engineer, 2nd class	—	553	621	628	669	772	761	845	880	1,217	1,471
30. Stationary Engineer, 3rd class	—	517	574	612	667	703	—	827	961	1,118	1,294
31. Stationary Engineer, 4th class	—	465	512	555	600	637	721	753	852	1,017	1,193
32. Truck Driver, Light and Heavy	—	391	455	463	518	549	571	637	728	—	968
Standard Hours per Week	—	39.9	39.9	39.9	40.0	39.0	38.0	38.1	37.6	**	**

* Footnotes follow Table 11(b).

** The standard hours per week were not available in 1974 or 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

TABLE 11(b):* PERCENTAGE INCREASE IN AVERAGE MONTHLY SALARY RATES¹ OF SELECTED PERSONNEL² IN REPORTING HOSPITALS³: BRITISH COLUMBIA, AS AT OCTOBER 1, 1962 TO 1975⁴

Occupation	Annual Percentage Increase										Average Annual Rate of Growth 1966-75	Total Percentage Increase		Increase in Dollars 1966-75
	1962-66 (Average Annual)	1967	1968	1969	1970	1971	1972	1973	1974	1975		1962-75	1966-75	
Nursing Services														
1. Nurse Aide	6.5	10.6	11.9	1.5	14.5	13.5	6.7	8.0	39.0	14.1	12.9	283.6	198.2	\$ 543
2. Nurse, General Duty	5.1	5.2	22.0	8.1	8.7	7.8	7.6	6.1	26.3	20.5	12.2	244.1	182.3	740
3. Nursing Assistant	3.5	16.8	11.1	15.6	13.2	11.2	6.7	7.2	32.9	24.6	15.2	311.0	257.6	675
4. Orderly, Certified	4.3	14.4	7.3	12.9	10.0	6.0	8.1	5.1	23.4	16.4	11.4	211.8	163.4	590
5. Orderly, Uncertified	—	23.0	5.0	20.5	10.4	9.8	10.9	5.7	10.2	34.8	14.1	—	228.9	666
6. Psychiatric Attendant, Male	6.6	11.1	9.1	16.0	0.4	7.3	1.5	8.1	37.2	21.4	12.0	257.0	176.7	684
7. Psychiatric Attendant, Female	9.0	15.9	2.6	14.5	6.5	7.7	5.9	8.9	24.3	26.1	12.2	299.2	182.5	655
Diagnostic and Treatment Services														
8. Diagnostic - Radiological Technician, Male	4.5	17.9	9.2	17.7	7.9	5.6	5.1	10.7	23.7	19.9	12.9	255.7	198.0	806
9. Diagnostic - Radiological Technician, Female	4.5	14.2	12.7	13.7	9.0	10.6	5.7	5.9	22.0	26.5	13.2	263.5	205.0	777
10. Medical - Laboratory Technician, Male	—	—	—	-3.8	—	—	—	—	—	4.3	12.9	—	197.8	629
11. Medical - Laboratory Technician, Female	—	13.7	11.3	10.5	15.9	6.3	14.3	16.1	53.0	-2.5	14.6	—	241.0	617
12. Medical - Laboratory Technologist, Male	—	13.5	11.5	8.2	11.9	8.7	8.0	6.2	23.9	24.3	13.1	—	203.1	857
13. Medical - Laboratory Technologist, Female	—	16.3	9.6	10.5	10.1	9.8	6.8	7.7	24.7	9.8	13.1	—	203.6	788
14. Morgue Man	—	14.8	12.2	7.2	16.1	9.2	8.0	11.3	21.0	26.0	12.1	—	179.6	679
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services														
16. Chambermaid	3.7	11.9	8.4	12.3	17.2	10.1	8.0	9.2	35.1	19.1	14.3	286.2	233.6	549
17. Cook, Institution, Male	6.0	15.9	1.1	12.4	11.3	5.6	7.9	6.5	26.1	15.5	11.2	226.8	159.2	600
18. Cook, Institution, Female	6.4	14.3	13.7	10.0	10.0	13.5	4.3	6.8	23.6	20.3	12.8	278.3	195.3	588
19. Cook, Helper, Male	—	7.8	12.4	8.8	10.2	-1.3	11.3	14.7	17.1	16.9	10.7	—	150.6	539
20. Cook, Helper, Female	—	13.5	10.8	10.7	16.6	10.7	7.5	2.2	29.0	21.9	13.4	—	210.4	547
21. Laundryman, Heavy Duties	5.1	13.6	10.8	8.4	4.6	14.3	8.0	9.6	17.5	13.9	11.1	214.6	158.2	582
22. Laundrywoman, Light Duties	4.3	13.8	10.0	9.7	9.7	16.7	5.3	11.6	33.1	16.3	13.8	278.0	219.8	543
23. Seamstress, Linen Room	—	9.8	9.9	11.8	7.8	15.5	2.7	18.5	25.6	19.6	13.3	—	207.1	551
Maintenance and Service														
24. Boiler Operator	—	19.2	2.1	13.7	7.6	19.0	2.6	11.6	—	—	—	—	—	—
25. Carpenter, Maintenance	—	10.3	9.7	13.2	7.4	10.4	9.2	2.7	19.2	21.6	11.4	—	163.9	782
26. Electrical Repairman	—	13.7	9.7	16.1	3.1	12.6	4.1	5.3	24.8	17.3	11.7	—	169.8	878
27. Labourer, Non-Production	—	19.1	10.6	5.8	9.3	6.6	8.8	8.7	21.2	16.2	11.7	—	170.5	607
28. Stationary Engineer, 1st class	—	—	—	—	—	—	—	—	—	—	—	—	—	—
29. Stationary Engineer, 2nd class	—	12.3	1.1	6.5	15.4	-1.4	11.0	4.1	38.3	20.9	11.5	—	166.0	918
30. Stationary Engineer, 3rd class	—	11.0	6.6	9.0	5.4	—	—	16.2	16.3	15.7	10.7	—	150.3	777
31. Stationary Engineer, 4th class	—	10.1	8.4	8.1	6.2	13.2	4.4	13.1	19.4	17.3	11.0	—	156.6	728
32. Truck Driver, Light and Heavy	—	16.4	1.8	11.9	6.0	4.0	11.6	14.3	—	—	10.6	—	147.6	577

* Footnotes follow Table 11(b).

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1962, 1966-1973; unpublished data provided by Labour Canada for 1974 and 1975.

FOOTNOTES TO TABLES 1(a) TO 11(b)

- (1) Rates are those paid on October 1 of year stated or in the nearest preceding pay period, and are applicable to qualified full-time personnel only. Overtime, shift premiums and the monetary value of fringe benefits and board and lodging are excluded.
- (2) Personnel in supervisory positions are excluded.
- (3) Hospitals are defined as establishments (both public and private) operated for the regular accommodation of in-patients to provide medical, surgical or obstetrical care and recognized as a hospital or nursing home by an agency of the Federal Government or the government of a province. Mental hospitals and tuberculosis sanatoria are therefore included. The tables include hospitals with 20 or more employees. The surveys sought universal coverage of hospitals which fulfilled the criteria, but in each year some hospitals failed to report.
- (4) Statistics are not available for 1963, 1964 and 1965.
- (5) Average salary is the weighted average of salary rates actually paid i.e., the salary rates in an occupation are multiplied by the number of employees receiving each rate and the total product is divided by the total number of employees in the occupation.

TABLE 12 RANKING OF PROVINCES ACCORDING TO AVERAGE MONTHLY SALARY RATES OF SELECTED PERSONNEL IN REPORTING HOSPITALS, AS AT OCTOBER 1, 1966

Occupation	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.
Nursing Services										
1. Nurse Aide	\$ 130 (10)	\$ 180 (7)	\$ 180 (7)	\$ 176 (9)	\$ 258 (2)	\$ 231 (3)	\$ 197 (6)	\$ 224 (4)	\$ 222 (5)	\$ 274 (1)
2. Nurse, General Duty	304 (10)	330 (9)	339 (8)	348 (7)	395 (3)	397 (2)	378 (6)	385 (5)	387 (4)	406 (1)
3. Nursing Assistant	200 (10)	218 (9)	231 (8)	236 (7)	316 (1)	275 (2)	270 (3)	258 (4.5)*	262 (4.5)*	262 (6)
4. Orderly, Certified	248 (9)	222 (10)	289 (7)	261 (8)	350 (2)	306 (5)	303 (6)	316 (4)	343 (3)	361 (1)
5. Orderly, Uncertified	209	—	206	212	327	274	284	285	298	291
6. Psychiatric Attendant, Male	—	—	—	—	342	358	—	—	448	387
7. Psychiatric Attendant, Female	—	—	—	—	258	319	—	—	—	359
Diagnostic and Treatment Services										
8. Diagnostic - Radiological Technician, Male	332	—	344	—	409	401	407	375	386	407
9. Diagnostic - Radiological Technician, Female	328	320 (8)	332 (7)	309 (10)	400 (1)	358 (3)	353 (4)	340 (6)	344 (5)	379 (2)
10. Medical - Laboratory Technician, Male	—	—	211	189	277	291	—	288	260	318
11. Medical - Laboratory Technician, Female	203	—	183	—	277	257	220	243	234	256
12. Medical - Laboratory Technologist, Male	319	—	338	—	423	401	351	373	389	422
13. Medical - Laboratory Technologist, Female	280	308 (9)	325 (8)	333 (7)	397 (1)	361 (4)	340 (6)	355 (5)	363 (3)	387 (2)
14. Morgue Man	—	—	—	—	377	310	—	330	351	378
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services										
16. Chambermaid	116 (10)	152 (9)	154 (8)	159 (7)	251 (1)	226 (3)	194 (6)	219 (4)	211 (5)	235 (2)
17. Cook, Institution, Male	289	—	291	313	381	352	330	340	375	377
18. Cook, Institution, Female	186 (10)	251 (7)	201 (9)	220 (8)	307 (1)	281 (3)	255 (6)	262 (5)	270 (4)	301 (2)
19. Cook, Helper, Male	219	—	205	266	320	281	251	259	265	358
20. Cook, Helper, Female	—	205	175	206	255	234	198	225	211	260
21. Laundryman, Heavy Duties	256 (7)	223 (9)	219 (10)	231 (8)	324 (2)	289 (6)	301 (4)	295 (5)	313 (3)	368 (1)
22. Laundrywoman, Light Duties	131 (10)	160 (8)	149 (9)	170 (7)	259 (1)	227 (4)	197 (6)	231 (3)	216 (5)	247 (2)
23. Seamstress, Linen Room	159 (10)	170 (9)	176 (8)	186 (7)	271 (1)	236 (4)	211 (6)	246 (3)	234 (5)	266 (2)
Maintenance and Service										
24. Boiler Operator	266 (10)	270 (9)	289 (7)	279 (8)	373 (2)	343 (4)	354 (3)	314 (6)	337 (5)	406 (1)
25. Carpenter, Maintenance	328	—	337	355	425	412	420	381	420	477
26. Electrical Repairman	342	—	401	366	430	441	460	463	474	517
27. Labourer, Non-Production	229 (8)	213 (10)	235 (7)	218 (9)	319 (2)	278 (5)	247 (6)	284 (4)	287 (3)	356 (1)
28. Stationary Engineer, 1st class	—	—	—	517	522	602	614	473	—	—
29. Stationary Engineer, 2nd class	—	—	443	390	469	542	493	470	567	567
30. Stationary Engineer, 3rd class	372	—	420	348	424	448	405	392	436	517
31. Stationary Engineer, 4th class	304	—	290	329	350	379	367	348	380	465
32. Truck Driver, Light and Heavy	—	—	299	302	332	354	—	—	354	391
Standard Hours per Week	40.1	40.0	39.9	40.0	39.1	39.8	39.9	40.0	39.9	39.9

* Tied values. Two values are tied for fourth and fifth ranks, each value is given a rank of 4.5.

SOURCE: Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1966*.

**TABLE 13 RANKING OF PROVINCES ACCORDING TO AVERAGE MONTHLY SALARY RATES OF
SELECTED PERSONNEL IN REPORTING HOSPITALS, AS AT OCTOBER 1, 1975**

Occupation	Nfld.	P.E.I.	N.S.	N.B.	Qué.*	Ont.	Man.	Sask.	Alta.	B.C.
Nursing Services										
1. Nurse Aide	\$ (Rank) 544 (8)	\$ (Rank) 573 (6)	\$ (Rank) 476 (10)	\$ (Rank) 534 (9)	\$ (Rank) 628 (4)	\$ (Rank) 705 (3)	\$ (Rank) 592 (5)	\$ (Rank) 571 (7)	\$ (Rank) 727 (2)	\$ (Rank) 817 (1)
2. Nurse, General Duty	751 (10)	804 (8)	893 (6)	770 (9)	1,054 (3)	1,106 (2)	995 (4)	870 (7)	989 (5)	1,146 (1)
3. Nursing Assistant	627 (8)	613 (9)	594 (10)	664 (7)	804 (2)	796 (3)	755 (5)	690 (6)	777 (4)	937 (1)
4. Orderly, Certified	631 (8)	592 (9)	573 (10)	669 (7)	781 (5)	807 (3)	714 (6)	785 (4)	833 (2)	951 (1)
5. Orderly, Uncertified	570 (9)	584 (8)	513 (10)	627 (7)	681 (6)	788 (2)	711 (5)	718 (4)	770 (3)	957 (1)
6. Psychiatric Attendant, Male	—	—	516	670	727	846	—	662	932	1,071
7. Psychiatric Attendant, Female	—	—	517	656	701	852	—	676	—	1,014
Diagnostic and Treatment Services										
8. Diagnostic - Radiological Technician, Male	793	—	904	854	1,018	1,056	903	942	977	1,213
9. Diagnostic - Radiological Technician, Female	703	—	824	806	962	1,021	844	859	958	1,156
10. Medical - Laboratory Technician, Male	644	—	615	—	850	924	—	—	773	947
11. Medical - Laboratory Technician, Female	585	—	632	620	865	804	800	855	792	873
12. Medical - Laboratory Technologist, Male	846	—	967	917	1,010	1,066	983	965	988	1,279
13. Medical - Laboratory Technologist, Female	745	—	857	769	960	1,030	960	887	959	1,175
14. Morgue Man	665	—	—	—	807	853	—	758	882	1,057
15. Physiotherapist	—	—	996	797	1,140	1,147	852	1,010	939	1,213
Dietary and Housekeeping Services										
16. Chambermaid	509	510	450	515	652	673	555	550	671	784
17. Cook, Institution, Male	691	705	596	694	861	847	743	771	969	977
18. Cook, Institution, Female	615	641	524	611	864	759	672	653	832	889
19. Cook, Helper, Male	—	—	520	607	750	783	640	648	672	897
20. Cook, Helper, Female	517	—	453	551	708	695	572	571	680	807
21. Laundryman, Heavy Duties	572	—	554	600	703	768	690	—	763	950
22. Laundrywoman, Light Duties	523	—	467	531	670	688	576	—	685	790
23. Seamstress, Linen Room	535	533	491	534	662	690	603	581	729	817
Maintenance and Service										
24. Boiler Operator	641	—	758	—	—	960	—	759	909	—
25. Carpenter, Maintenance	760	—	771	727	887	978	921	914	1,130	1,259
26. Electrical Repairman	841	—	793	792	1,017	1,036	1,072	1,107	1,425	1,395
27. Labourer, Non-Production	621	—	530	640	707	785	—	711	773	963
28. Stationary Engineer, 1st class	—	—	—	—	1,089	1,423	1,290	1,085	1,347	—
29. Stationary Engineer, 2nd class	—	—	977	855	1,095	1,150	1,151	1,085	1,243	1,471
30. Stationary Engineer, 3rd class	945	—	810	774	896	1,031	968	957	1,133	1,294
31. Stationary Engineer, 4th class	869	—	719	725	787	924	868	823	1,034	1,193
32. Truck Driver, Light and Heavy	626	—	758	652	711	839	—	766	793	968
Standard Hours per Week**	38.2	40.0	38.6	37.6	37.0	39.2	39.6	39.8	39.2	37.6

* Adjustments have been made for increases in salary scales ranging from 27.65 to 47.29 per cent retroactive to July 1, 1975.

** The standard hours per week were not available in 1975. The monthly salary rates of maintenance and service personnel were calculated from the hourly rates, using the standard hours per week of 1973.

SOURCE: Unpublished data provided by Labour Canada. Information on retroactive increases in salary scales for hospital employees in Québec provided by the Québec Department of Social Affairs.

**TABLE 14 POINT SYSTEM: RELATIVE POSITIONS OF THE PROVINCES* IN RESPECT TO
AVERAGE SALARY RATES FOR 16 HOSPITAL OCCUPATIONS IN 1966 AND 1975**

Occupation	1966									1975								
	Nfld.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Nfld.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.
Nursing Services																		
Nurse Aide	0	4	2	14	12	6	10	8	16	4	0	2	10	12	8	6	14	16
Nurse, General Duty	0	2	4	12	14	6	8	10	16	0	6	2	12	14	10	4	8	16
Nursing Assistant	0	2	4	16	14	12	9**	9**	6	2	0	4	14	12	8	6	10	16
Orderly, Certified	0	4	2	14	8	6	10	12	16	2	0	4	8	12	6	10	14	16
Orderly, Uncertified	2	0	4	16	6	8	10	14	12	2	0	4	6	14	8	10	12	16
Diagnostic & Treatment Services																		
Diag.-Rad. Technician, Female	2	4	0	16	12	10	6	8	14	0	6	2	12	14	4	8	10	16
Med.-Lab. Technician, Female	4	0	2	16	14	6	10	8	12	0	4	2	14	10	8	12	6	16
Med.-Lab. Technologist, Female	0	2	4	16	10	6	8	12	14	0	4	2	11**	14	11**	6	8	16
Dietary & Housekeeping Services																		
Chambermaid	0	2	4	16	12	6	10	8	14	2	0	4	10	14	8	6	12	16
Cook, Institution, Male	0	2	4	16	10	6	8	12	14	2	0	4	12	10	6	8	14	16
Cook, Institution, Female	0	2	4	16	12	6	8	10	14	4	0	2	14	10	8	6	12	16
Seamstress, Linen Room	0	2	4	16	10	6	12	8	14	4	0	2	10	12	8	6	14	16
Maintenance and Service																		
Carpenter, Maintenance	0	2	4	14	10	8	6	12	16	2	4	0	6	12	10	8	14	16
Electrical Repairman	0	4	2	6	8	10	12	14	16	4	2	0	6	8	10	12	14	16
Stat. Engineer, 3rd class	2	8	0	10	14	6	4	12	16	6	2	0	4	12	8	6	14	16
Stat. Engineer, 4th class	2	0	4	14	10	8	6	12	16	10	0	2	4	12	8	6	14	16
TOTAL POINTS	12	40	48	228	176	116	137	169	226	44	28	36	153	192	131	122	192	254

* Excludes Prince Edward Island.
 ** Tied values. Two values tied for fourth and fifth ranks are each given a rank of 4.5 (9 points). Two values tied for third and fourth ranks are given a rank of 3.5 (11 points).
 *** Adjustments have been made for increases in salary scales retroactive to July 1, 1975 in Québec.
 SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1966; unpublished data provided by Labour Canada for 1975. Information on increase in salary scales retroactive to July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

Positions of the Provinces

1966	1975
Québec	British Columbia
British Columbia	Ontario - Alberta
Ontario	Québec***
Alberta	Manitoba
Saskatchewan	Saskatchewan
Manitoba	Newfoundland
New Brunswick	New Brunswick
Nova Scotia	Nova Scotia
Newfoundland	Newfoundland

Point System

- Rank 1 = 16 Points
- Rank 2 = 14 Points
- Rank 3 = 12 Points
- Rank 4 = 10 Points
- Rank 5 = 8 Points
- Rank 6 = 6 Points
- Rank 7 = 4 Points
- Rank 8 = 2 Points
- Rank 9 = 0 Points

TABLE 15 RELATIVE POSITIONS OF THE PROVINCES* IN RESPECT TO AVERAGE SALARY RATES FOR
19 HOSPITAL OCCUPATIONS IN 1975 ACCORDING TO A POINT SYSTEM,
AND WEIGHTED AVERAGE MONTHLY SALARY IN EACH PROVINCE

Occupation	Nfld.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	No. of Employees in All Reporting Hosp. in Canada
Nursing Services										
1. Nurse Aide	4	0	2	10	12	8	6	14	16	13,191
2. Nurse, General Duty	0	6	2	12	14	10	4	8	16	50,065
3. Nursing Assistant	2	0	4	14	12	8	6	10	16	23,795
4. Orderly, Certified	2	0	4	8	12	6	10	14	16	4,679
5. Orderly, Uncertified	2	0	4	6	14	8	10	12	16	3,668
Diagnostic & Treatment Services										
6. Diagnostic - Radiological Technician, Male	0	6	2	12	14	4	8	10	16	713
7. Diagnostic - Radiological Technician, Female	0	6	2	12	14	4	8	10	16	2,441
8. Medical - Laboratory Technician, Female	0	4	2	14	10	8	12	6	16	1,612
9. Medical - Laboratory Technologist, Male	0	6	2	12	14	8	4	10	16	1,382
10. Medical - Laboratory Technologist, Female	0	4	2	11	14	11	6	8	16	4,756
Dietary & Housekeeping Services										
11. Chambermaid	2	0	4	10	14	8	6	12	16	9,391
12. Cook, Institution, Male	2	0	4	12	10	6	8	14	16	1,341
13. Cook, Institution, Female	4	0	2	14	10	8	6	12	16	1,336
14. Cook, Helper, Female	2	0	4	14	12	8	6	10	16	2,483
15. Seamstress, Linen Room	4	0	2	10	12	8	6	14	16	956
Maintenance & Service										
16. Carpenter, Maintenance	2	4	0	6	12	10	8	14	16	806
17. Electrical Repairman	4	2	0	6	8	10	12	16	14	554
18. Stationary Engineer, 3rd Class	6	2	0	4	12	10	8	14	16	949
19. Stationary Engineer, 4th Class	10	0	2	4	12	8	6	14	16	811
TOTAL	46	40	44	189	232	151	140	222	302	124,929
Weighted Average Monthly Salary**	\$670	\$708	\$689	\$883	\$922	\$829	\$764	\$875	\$1,020	

Positions of the Provinces According to:

Point System	Point System	Weighted Average Monthly Salary
Rank 1 = 16 Points	British Columbia	
Rank 2 = 14 Points	Ontario	
Rank 3 = 12 Points	Alberta	
Rank 4 = 10 Points	Québec***	
Rank 5 = 8 Points	Manitoba	
Rank 6 = 6 Points	Saskatchewan	
Rank 7 = 4 Points	Newfoundland	
Rank 8 = 2 Points	New Brunswick	
Rank 9 = 0 Points	Nova Scotia	

* Excluding Prince Edward Island.

** Calculated using the number of employees in all reporting hospitals in Canada as weights.

*** Adjustments have been made for increases in salary scales retroactive to July 1, 1975 in Québec.

SOURCE: Derived from unpublished data provided by Labour Canada. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

TABLE 16 RANKING OF PROVINCES ACCORDING TO TOTAL PERCENTAGE INCREASES IN AVERAGE MONTHLY SALARY RATES OF SELECTED PERSONNEL IN REPORTING HOSPITALS FROM 1966 TO 1975

Occupation	Nfld.	P.E.I.	N.S.	N.B.	Qué.*	Ont.	Man.	Sask.	Alta.	B.C.
Nursing Services	% Inc. (Rank)	% Inc. (Rank)	% Inc. (Rank)	% Inc. (Rank)	% Inc. (Rank)	% Inc. (Rank)	% Inc. (Rank)	% Inc. (Rank)	% Inc. (Rank)	% Inc. (Rank)
1. Nurse Aide	318.5 (1)	218.3 (3)	164.4 (8)	203.4 (5)	143.4 (10)	205.2 (4)	200.5 (6)	154.9 (9)	227.5 (2)	198.2 (7)
2. Nurse, General Duty	147.0 (7)	143.6 (8)	163.4 (4)	121.3 (10)	166.8 (3)	178.6 (2)	163.2 (5)	126.0 (9)	155.6 (6)	182.3 (1)
3. Nursing Assistant	213.5 (2)	181.2 (6)	157.1 (9)	181.4 (5)	154.4 (10)	189.5 (4)	179.6 (7)	167.4 (8)	201.2 (3)	257.6 (1)
4. Orderly, Certified	154.4 (5)	166.7 (1)	98.3 (10)	156.3 (4)	123.1 (9)	163.7 (2)	135.6 (8)	148.4 (6)	142.9 (7)	163.4 (3)
5. Orderly, Uncertified	172.7	—	149.0	195.8	108.3	187.6	150.4	151.9	158.4	228.9
6. Psychiatric Attendant, Male	—	—	—	—	112.6	136.3	—	—	108.0	176.7
7. Psychiatric Attendant, Female	—	—	—	—	171.7	167.1	—	—	—	182.5
Diagnostic and Treatment Services										
8. Diag. - Radiological Technician, Male	138.9	—	162.8	—	148.9	163.3	121.9	151.2	153.1	198.0
9. Diag. - Radiological Technician, Female	114.3	—	148.2	160.8	140.5	185.2	139.1	152.6	178.5	205.0
10. Medical - Lab. Technician, Male	—	—	191.5	—	153.7	217.5	—	—	197.3	197.8
11. Medical - Lab. Technician, Female	188.2	—	245.4	228.0	212.3	212.8	263.6	251.9	238.5	241.0
12. Medical - Lab. Technologist, Male	165.2	—	186.1	—	138.8	165.8	180.1	158.7	154.0	203.1
13. Medical - Lab. Technologist, Female	166.1	—	163.7	130.9	141.8	185.3	182.4	149.9	164.2	203.6
14. Morgue Man	—	—	—	—	114.1	175.2	—	129.7	151.3	179.6
15. Physiotherapist	—	—	—	—	—	—	—	—	—	—
Dietary and Housekeeping Services										
16. Chambermaid	338.8 (1)	235.5 (2)	192.2 (7)	223.9 (4)	159.8 (9)	197.8 (6)	186.1 (8)	151.1 (10)	218.0 (5)	233.6 (3)
17. Cook, Institution, Male	139.1	—	104.8	121.7	126.0	140.6	125.2	116.8	158.4	159.2
18. Cook, Institution, Female	230.6 (1)	155.4 (9)	160.7 (8)	177.7 (5)	181.4 (4)	170.1 (6)	163.5 (7)	149.2 (10)	208.1 (2)	195.3 (3)
19. Cook, Helper, Male	—	—	153.7	128.2	134.4	178.7	155.0	150.2	153.6	150.6
20. Cook, Helper, Female	123.4	—	158.9	167.5	177.6	197.0	188.9	153.8	222.3	210.4
21. Laundryman, Heavy Duties	299.2	—	153.0	159.7	117.0	165.7	129.2	—	143.8	158.2
22. Laundrywoman, Light Duties	236.5 (1)	213.5 (2)	213.4	212.4	157.7	194.3	192.4	—	217.1	219.8
23. Seamstress, Linen Room	—	—	179.0 (8)	187.1 (6)	144.3 (9)	192.4 (5)	185.8 (7)	136.2 (10)	211.5 (3)	207.1 (4)
Maintenance and Service										
24. Boiler Operator	141.0	—	162.3	—	—	179.9	—	141.7	169.7	—
25. Carpenter, Maintenance	131.7	—	128.8	104.8	108.7	137.4	114.6	139.9	169.0	163.9
26. Electrical Repairman	145.9	—	97.8	136.5	136.5	134.9	133.0	139.1	200.6	169.8
27. Labourer, Non-Production	155.6	—	125.5	193.6	121.6	182.4	—	150.4	169.3	170.5
28. Stationary Engineer, 1st class	—	—	—	—	108.6	136.4	110.1	129.4	—	—
29. Stationary Engineer, 2nd class	—	—	120.5	119.2	107.9	112.2	133.5	130.9	119.2	166.0
30. Stationary Engineer, 3rd class	154.0	—	92.9	122.4	111.3	130.1	139.0	144.1	159.9	150.3
31. Stationary Engineer, 4th class	185.9	—	147.9	120.4	101.8	143.8	136.5	136.5	172.1	156.6
32. Truck Driver, Light and Heavy	—	—	153.5	115.9	114.2	137.0	—	—	124.0	147.6

* Adjustments have been made for increases in salary scales retroactive to July 1, 1975 in Québec.

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour*, 1966; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

**TABLE 17 POINT SYSTEM: RELATIVE POSITIONS OF THE PROVINCES* IN RESPECT TO
PERCENTAGE INCREASES IN SALARIES FROM 1966 TO 1975, FOR 16 HOSPITAL OCCUPATIONS**

Occupation	Nfld.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.
Nursing Services									
1. Nurse Aide	16	4	10	0	12	8	2	14	6
2. Nurse, General Duty	4	10	0	12	14	8	2	6	16
3. Nursing Assistant	14	2	8	0	10	6	4	12	16
4. Orderly, Certified	10	0	12	2	16	4	8	6	14
5. Orderly, Uncertified	10	2	14	0	12	4	6	8	16
Diagnostic & Treatment Services									
6. Diagnostic - Radiological Technician, Female	0	6	10	4	14	2	8	12	16
7. Medical - Laboratory Technician, Female	0	12	6	2	4	16	14	8	10
8. Medical - Laboratory Technologist, Female	10	6	0	2	14	12	4	8	16
Dietary & Housekeeping Services									
9. Chambermaid	16	6	12	2	8	4	0	10	14
10. Cook, Institution, Male	10	0	4	8	12	6	2	14	16
11. Cook, Institution, Female	16	2	8	10	6	4	0	14	12
12. Seamstress, Linen Room	16	4	8	2	10	6	0	14	12
Maintenance & Service									
13. Carpenter, Maintenance	8	6	0	2	10	4	12	16	14
14. Electrical Repairman	12	0	2	8	6	4	10	16	14
15. Stationary Engineer, 3rd class	14	0	4	2	6	8	10	16	12
16. Stationary Engineer, 4th class	16	10	2	0	8	5**	5**	14	12
TOTAL POINTS	172	70	100	56	162	101	87	188	216

* Excluding Prince Edward Island

** Tied values. Two values are tied for sixth and seventh ranks, each value is given a rank of 6.5 (5 points).

Point System

Rank 1 = 16 Points
Rank 2 = 14 Points
Rank 3 = 12 Points
Rank 4 = 10 Points
Rank 5 = 8 Points
Rank 6 = 6 Points
Rank 7 = 4 Points
Rank 8 = 2 Points
Rank 9 = 0 Points

Positions of the Provinces

British Columbia
Alberta
Newfoundland
Ontario
Manitoba
New Brunswick
Saskatchewan
Nova Scotia
Québec***

*** Adjustments have been made for increases in salary scales retroactive to July 1, 1975 in Québec.

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1966*; unpublished data provided by Labour Canada for 1975. Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

**TABLE 18 FEMALE-MALE SALARY RATIOS FOR SIMILAR OCCUPATIONS IN REPORTING HOSPITALS,
CANADA AND PROVINCES, AS AT OCTOBER 1, 1966 AND 1975**

Province	Psychiatric Attendant		Ratio	Diagnostic- Radiological Technician		Ratio	Medical- Laboratory Technician		Ratio	Medical- Laboratory Technologist		Ratio	Cook		Ratio	Cook Helper		Ratio	Laundry Operator		Ratio
	Female	Male		Female	Male		Female	Male		Female	Male		Female	Male		Female	Male		(Light Duty) Female	(Heavy Duty) Male	
	\$	\$		\$	\$		\$	\$		\$	\$		\$	\$		\$	\$		\$	\$	
Nfld.	—	—	—	328	332	.99	203	—	—	280	319	.88	186	289	.64	—	219	—	131	256	.51
P.E.I.	—	—	—	320	—	—	—	—	—	308	—	—	251	—	—	—	—	—	160	223	.72
N.S.	—	—	—	332	344	.97	183	211	.87	325	338	.96	201	291	.69	205	205	.85	149	219	.68
N.B.	—	—	—	309	—	—	189	—	—	333	—	—	220	313	.70	206	266	.77	170	231	.74
Qué.	258	342	.75	400	409	.98	277	335	.83	397	423	.94	307	381	.81	255	320	.80	259	324	.80
Ont.	319	358	.89	358	401	.89	257	291	.88	361	401	.90	281	352	.80	234	281	.83	227	289	.79
Man.	—	—	—	353	407	.87	220	—	—	340	351	.97	255	330	.77	198	251	.79	197	301	.65
Sask.	—	—	—	340	375	.91	243	288	.84	355	373	.95	262	340	.77	225	259	.87	231	295	.78
Alta.	—	448	—	344	386	.89	234	280	.90	363	389	.93	270	375	.72	211	265	.80	216	313	.69
B.C.	359	387	.93	379	407	.93	256	318	.81	387	422	.92	301	377	.80	260	358	.73	247	368	.67
Canada	321	361	.89	365	394	.93	260	306	.85	367	392	.94	272	360	.76	236	300	.79	227	303	.75
Nfld.	—	—	—	703	793	.89	585	644	.91	745	846	.88	615	691	.89	517	—	—	523	572	.91
P.E.I.	—	—	—	—	—	—	—	—	—	—	—	—	641	705	.91	—	—	—	—	—	—
N.S.	517	516	1.00	824	904	.91	632	615	1.03	857	967	.89	524	596	.88	453	520	.87	467	554	.84
N.B.	656	670	.98	806	854	.94	620	615	1.01	769	917	.84	611	694	.88	551	607	.91	531	600	.89
Qué.	701	727	.96	962	1,018	.95	865	850	1.02	960	1,010	.95	864	861	1.00	708	750	.94	670	703	.95
Ont.	852	846	1.01	1,021	1,056	.97	804	924	.87	1,030	1,066	.97	759	847	.90	695	783	.89	668	768	.87
Man.	—	—	—	844	903	.93	800	—	—	960	983	.98	672	743	.90	572	640	.89	576	690	.83
Sask.	676	662	1.02	859	942	.91	855	—	—	887	965	.92	653	771	.85	571	648	.88	—	—	—
Alta.	—	932	—	958	977	.98	792	773	1.02	959	988	.97	832	969	.86	680	672	1.01	685	763	.90
B.C.	1,014	1,071	.95	1,156	1,213	.95	873	947	.92	1,175	1,279	.92	889	977	.91	807	897	.90	790	950	.83
Canada	775	785	.99	982	1,009	.97	819	841	.97	1,002	1,035	.97	764	852	.90	675	754	.90	654	736	.89
Employment by Sex (Canada 1975)	3,084	2,120		2,441	713		1,612	553		4,756	1,382		1,336	1,341		2,483	1,031		1,208	860	

SOURCE: Derived from Labour Canada publication, *Wage Rates, Salaries and Hours of Labour, 1966*; unpublished data provided by Labour Canada for 1975.
Information on increases in salary scales retroactive to July 1, 1975 for hospital employees in Québec provided by the Québec Department of Social Affairs.

TABLE 19
SIX SALARY SURVEYS OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL IN ACTIVE TREATMENT
HOSPITALS - NUMBER OF QUESTIONNAIRES TABULATED

Region	1966	1968	1970	1972	1974	1976
British Columbia	70	75	64	63	46	53
Prairies & N.W.T.	213*	195*	231	226	181	113
Ontario	164	174	191	160	124	112
Quebec	67	70	89	71	23	45
Maritimes	65	68	66	76	53	59
ALL CANADA	579	582	641	596	427	382

Note: Only the questionnaires returned by hospitals with sufficient information were tabulated.

* N.W.T. not included.

SOURCE: Hospital Administration in Canada; July 1966, 1968, 1970; June 1972; August 1974; July 1976.

TABLE 20 AVERAGE ANNUAL SALARY RATES OF SELECTED ADMINISTRATIVE AND SUPERVISORY PERSONNEL IN ACTIVE TREATMENT HOSPITALS, AND PERCENTAGE INCREASES, CANADA, 1966, 1968, 1970, 1972, 1974, 1976

Position	Bed Size	1966	1968	1970	1972	1974	1976	% Incr. 66-68	% Incr. 68-70	% Incr. 70-72	% Incr. 72-74	% Incr. 74-76	Total % Incr. 66-76
Chief Executive Officer	500 — plus	18,200	23,250	27,500	30,000	36,500	42,950	28	18	09	22	18	136
	300 — 499	14,800	17,800	20,700	25,350	29,750	36,350	20	16	22	17	22	146
	200 — 299	11,500	15,250	17,300	21,250	24,100	29,950	33	13	23	13	24	160
	100 — 199	9,400	11,750	14,300	16,200	20,050	26,000	25	20	13	24	30	177
	50 — 99	7,650	9,400	11,200	13,350	16,650	22,850	23	19	19	25	37	199
Assistant Administrator	under 50	6,550	7,250	8,550	9,800	11,750	18,550	11	17	15	20	58	183
	500 — plus	12,850	16,000	16,400	18,150	25,400	28,500	25	03	11	04	12	122
	300 — 499	10,100	12,600	13,600	15,550	18,200	25,650	25	07	14	17	41	154
	200 — 299	8,600	10,350	12,450	13,550	16,500	22,850	20	20	09	22	38	166
	100 — 199	7,550	9,200	10,750	12,550	15,400	21,000	22	17	17	23	36	178
Chief Financial Officer	50 — 99	6,200	8,650	8,650	9,750	14,650	18,050	29	08	13	05	23	191
	under 50	5,800	6,300	7,000	7,700	10,000	16,100	09	11	10	03	61	178
	500 — plus	12,550	13,200	14,550	18,150	19,300	24,650	05	10	25	06	28	96
	300 — 499	8,300	9,950	12,050	14,700	17,650	22,150	20	21	22	20	25	167
	200 — 299	7,700	9,000	10,800	13,600	14,850	19,850	17	20	26	09	34	158
Personnel Director	100 — 199	7,050	7,600	8,850	10,500	14,150	17,250	08	16	19	35	22	145
	50 — 99	5,550	6,300	7,450	8,600	12,000	14,750	14	18	15	40	23	166
	under 50	4,700	5,500	7,000	7,250	9,300	13,050	17	27	04	28	40	120
	500 — plus	9,000	10,300	12,120	13,900	17,550	23,250	14	18	15	26	32	158
	300 — 499	7,050	8,250	10,100	12,700	14,700	20,650	17	22	26	16	40	193
Chief Nursing Officer	200 — 299	6,150	7,500	9,200	10,500	12,200	16,950	22	22	14	16	39	176
	500 — plus	10,850	11,200	13,650	15,800	18,850	25,250	03	22	16	19	34	133
	300 — 499	7,950	10,200	11,600	14,300	16,800	23,350	28	14	23	18	39	194
	200 — 299	7,450	9,250	10,850	13,600	15,250	20,850	24	17	26	12	37	180
	100 — 199	6,950	8,400	10,050	11,900	13,600	19,150	21	20	18	14	41	176
Purchasing Agent	50 — 99	6,050	7,700	8,900	10,450	12,950	18,150	27	16	17	24	40	200
	under 50	5,650	6,750	7,700	9,150	10,900	16,350	19	14	19	19	50	189
	500 — plus	8,200	9,250	10,100	11,800	13,350	17,850	13	09	17	13	34	118
	300 — 499	6,500	7,450	8,450	10,200	12,250	17,050	15	13	21	20	39	162
	200 — 299	5,800	6,850	8,100	9,200	11,100	15,050	18	13	14	21	35	159
Director of Plant	100 — 199	5,350	6,250	7,200	8,300	9,800	13,350	17	15	15	18	36	150
	50 — 99	4,450	5,450	6,400	7,250	9,100	13,250	22	17	13	26	46	198
	under 50	4,450	4,950	6,000	6,400	7,300	10,850	11	21	07	14	49	144
	500 — plus	8,850	11,100	12,600	14,600	17,100	22,350	25	13	16	17	31	153
	300 — 499	6,950	8,800	10,600	12,050	14,350	20,500	27	20	14	19	43	195
Laundry Manager	200 — 299	6,250	7,950	9,350	10,650	12,950	17,150	27	17	14	22	32	174
	100 — 199	5,700	7,100	7,900	9,200	11,700	15,350	25	11	16	27	31	169
	50 — 99	4,900	7,500	7,100	8,400	10,100	13,950	53	05	18	20	38	185
	under 50	4,100	5,700	5,950	6,900	7,800	12,150	39	05	16	13	56	196
	500 — plus	6,600	7,450	9,100	9,950	12,300	17,350	13	22	09	24	41	163
Chief Pharmacist	300 — 499	5,900	6,600	7,750	8,650	10,550	14,950	12	17	12	22	42	153
	200 — 299	5,050	5,800	6,750	8,100	9,700	12,350	15	16	20	20	45	145
	100 — 199	4,250	5,100	6,150	7,150	8,450	11,750	20	20	16	18	39	176
	50 — 99	3,850	5,400	5,650	7,350	7,350	10,550	40	05	05	24	43	174
	under 50	3,600	4,700	5,550	5,700	5,900	9,650	31	18	03	04	63	168
Chief Pharmacist	500 — plus	9,100	10,750	11,850	14,250	17,350	22,750	18	10	20	22	31	150
	300 — 499	7,400	10,200	11,750	13,500	15,750	21,250	38	15	15	17	35	187
	200 — 299	7,400	9,000	10,950	12,850	14,950	20,150	22	21	17	16	35	172
	100 — 199	6,650	8,150	9,250	10,950	12,950	17,500	23	14	18	18	35	163
	50 — 99	5,100	8,200	8,300	10,350	12,550	16,350	61	01	25	21	30	221
Chief Pharmacist	under 50	4,050	7,500	7,000	10,350	12,550	16,350	85	06	04	37	50	272

SOURCE: *Hospital Administration in Canada*; July 1966, 1968, 1970; June 1972; August 1974; July 1976.

TABLE 22 MALE AND FEMALE ANNUAL SALARY AVERAGES FOR ADMINISTRATIVE AND SUPERVISORY POSITIONS IN ACTIVE TREATMENT, PSYCHIATRIC AND EXTENDED CARE HOSPITALS, 1976

POSITION AND BEDSIZE	CANADA TOTAL		
	MALE		FEMALE
	Average Salary	No.	Average Salary

Chief Executive Officer

800 — plus	9	46350	2	38750
500 — 799	23	37250	9	35550
300 — 499	45	34650	9	28750
200 — 299	46	29650	25	25950
100 — 199	88	26050	13	20650
50 — 99	71	22750	26	17450
under 50	84	18950	84	
TOTAL	366			

Medical Director

800 — plus	9	41950		
500 — 799	17	38000		
300 — 499	24	38050		
200 — 299	18	34050	1	45000
100 — 199	19	32150	1	27500
50 — 99	7	13650		
under 50	8	30350		
TOTAL	102		2	

**Chief Nursing Officer
(Director of Nursing)**

800 — plus	2	21500	8	27000
500 — 799	1	19500	23	23750
300 — 499	5	21300	46	22650
200 — 299	4	19000	50	20350
100 — 199	7	18350	104	18750
50 — 99	3	15650	81	17950
under 50	1	16500	100	16350
TOTAL	23		412	

POSITION AND BEDSIZE	CANADA TOTAL		
	MALE		FEMALE
	Average Salary	No.	Average Salary

Administrative Assistant

800 — plus	5	19900	1	16500
500 — 799	5	19900	5	15300
300 — 499	13	18050	4	18250
200 — 299	8	16750	5	15600
100 — 199	10	17000	7	10850
50 — 99	5	15400	2	13500
under 50	2	14250	3	12150
TOTAL	48		27	

Director of Systems Engineering

800 — plus	4	22500	1	19500
500 — 799	13	20250		
300 — 499	11	20500	1	13500
200 — 299	9	16650	1	19500
100 — 199	2	15000		
50 — 99	1	13500		
under 50			3	
TOTAL	40			

Associate Director, Nursing Service

800 — plus	3	22150	9	22350
500 — 799	6	16000	21	19650
300 — 499	1	16500	44	19550
200 — 299	2	15000	29	18350
100 — 199	2		43	17150
50 — 99			18	15850
under 50	12		5	14200
TOTAL			169	

POSITION AND BEDSIZE	CANADA TOTAL		
	MALE		FEMALE
	Average Salary	No.	Average Salary

Personnel Director

800 — plus	9	25350	1	27500
500 — 799	22	23350	4	21750
300 — 499	41	20500	11	15950
200 — 299	33	17500	11	16250
100 — 199	28	16350	15	13150
50 — 99	4	15750	7	14650
under 50	1	9000	3	10650
TOTAL	138		52	

Assistant Administrator

800 — plus	7	31950	4	27750
500 — 799	25	28150	4	27750
300 — 499	35	25450	9	24500
200 — 299	29	22450	3	23500
100 — 199	39	21350	5	23700
50 — 99	14	19750	3	14500
under 50	3	14500	3	15350
TOTAL	152		31	

Laundry Manager

800 — plus	9	18350	2	15250
500 — 799	19	16150	4	12350
300 — 499	32	14500	5	9900
200 — 299	32	12150	23	11650
100 — 199	40	11450	17	9750
50 — 99	17	10950	27	9250
under 50	4	11000	78	
TOTAL	153			

POSITION AND BEDSIZE	CANADA TOTAL		
	MALE		FEMALE
	Average Salary	No.	Average Salary

**Senior Executive Officer
(below chief executive)**

800 — plus	2	23500	2	32500
500 — 799	15	30050	2	27500
300 — 499	23	27850	3	24850
200 — 299	11	23750		
100 — 199	3	22150		
50 — 99	1	23500		
under 50			7	
TOTAL	55			

Chief Financial Officer

800 — plus	8	24850	1	16500
500 — 799	25	22950	5	18700
300 — 499	53	21150	7	16750
200 — 299	40	19950	11	14500
100 — 199	73	17450	17	13050
50 — 99	38	15350	24	12450
under 50	17	14050	65	
TOTAL	254			

TABLE 22 (CONTINUED) MALE AND FEMALE ANNUAL SALARY AVERAGES FOR ADMINISTRATIVE AND SUPERVISORY POSITIONS IN ACTIVE TREATMENT, PSYCHIATRIC AND EXTENDED CARE HOSPITALS, 1976

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	2	19500	9	16850
500 — 799	2	16500	25	14450
300 — 499	3	16500	52	15050
200 — 299	3	11850	42	13450
100 — 199	7	14000	84	12650
50 — 99	3	11150	60	11950
under 50	1	13500	54	10750
TOTAL	18		326	

Director of Medical Records

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	3	17500	1	19500
500 — 799	11	20050		
300 — 499	18	17650		
200 — 299	9	14950	1	23500
100 — 199	8	15050		
50 — 99	4	11350		
under 50	1	9000		
TOTAL	54		2	

Director of Material Management

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	2	17750	2	15250
500 — 799	22	17250	2	13750
300 — 499	39	16550	5	13200
200 — 299	37	14950	5	13600
100 — 199	53	13550	14	11650
50 — 99	19	13850	12	11850
under 50	5	11800	4	9750
TOTAL	181		44	

Purchasing Agent

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	9	21850	1	23500
500 — 799	23	20950	5	20500
300 — 499	42	21150	15	17650
200 — 299	40	19750	6	20150
100 — 199	41	17550	28	17150
50 — 99	31	16350	11	17750
under 50	6	14550	2	16500
TOTAL	192		68	

Chief Pharmacist

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	9	21850	1	23500
500 — 799	23	20950	5	20500
300 — 499	42	21150	15	17650
200 — 299	40	19750	6	20150
100 — 199	41	17550	28	17150
50 — 99	31	16350	11	17750
under 50	6	14550	2	16500
TOTAL	192		68	

Chief Radiology Laboratory

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	9	20250	1	16500
500 — 799	20	17800	2	18000
300 — 499	40	19350	9	15750
200 — 299	20	16750	18	14000
100 — 199	41	17050	36	14150
50 — 99	26	14350	28	13550
under 50	21	14050	31	12150
TOTAL	177		125	

Chief of Radiology Laboratory

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	8	18250	2	15000
500 — 799	17	15950	8	14450
300 — 499	30	15550	19	15250
200 — 299	24	12250	24	12350
100 — 199	40	12850	47	11650
50 — 99	16	12250	40	10850
under 50	6	10150	47	9550
TOTAL	141		187	

Executive Housekeeper

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	3	18500	6	17250
500 — 799	11	18050	6	17250
300 — 499	33	19250	11	15550
200 — 299	22	17750	17	14350
100 — 199	45	15600	39	14850
50 — 99	20	16600	35	14250
under 50	16	13650	47	13050
TOTAL	150		161	

Chief Laboratory Technician

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	9	23250	1	23500
500 — 799	24	21250		
300 — 499	53	20050	2	15250
200 — 299	50	18950		
100 — 199	92	15250	1	19500
50 — 99	62	13850	1	9000
under 50	51	12050	1	13500
TOTAL	341		6	

Director of Physical Plant

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	2	16500	2	15250
500 — 799	10	17500	6	17650
300 — 499	20	16750	9	15650
200 — 299	16	14150	17	13450
100 — 199	25	13750	47	11950
50 — 99	10	12500	31	11250
under 50	5	9500	50	10250
TOTAL	88		162	

Food Service Manager

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	3	17500	1	19500
500 — 799	11	20050		
300 — 499	18	17650		
200 — 299	9	14950	1	23500
100 — 199	8	15050		
50 — 99	4	11350		
under 50	1	9000		
TOTAL	54		2	

Director of Material Management

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	2	17750	2	15250
500 — 799	22	17250	2	13750
300 — 499	39	16550	5	13200
200 — 299	37	14950	5	13600
100 — 199	53	13550	14	11650
50 — 99	19	13850	12	11850
under 50	5	11800	4	9750
TOTAL	181		44	

Purchasing Agent

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	6	17750	2	15250
500 — 799	22	17250	2	13750
300 — 499	39	16550	5	13200
200 — 299	37	14950	5	13600
100 — 199	53	13550	14	11650
50 — 99	19	13850	12	11850
under 50	5	11800	4	9750
TOTAL	181		44	

Purchasing Agent

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	9	21850	1	23500
500 — 799	23	20950	5	20500
300 — 499	42	21150	15	17650
200 — 299	40	19750	6	20150
100 — 199	41	17550	28	17150
50 — 99	31	16350	11	17750
under 50	6	14550	2	16500
TOTAL	192		68	

Chief Pharmacist

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	9	20250	1	16500
500 — 799	20	17800	2	18000
300 — 499	40	19350	9	15750
200 — 299	20	16750	18	14000
100 — 199	41	17050	36	14150
50 — 99	26	14350	28	13550
under 50	21	14050	31	12150
TOTAL	177		125	

Chief of Radiology Laboratory

CANADA TOTAL				
POSITION AND BEDSIZE	MALE		FEMALE	
	No.	Average Salary	No.	Average Salary
800 — plus	8	18250	2	15000
500 — 799	17	15950	8	14450
300 — 499	30	15550	19	15250
200 — 299	24	12250	24	12350
100 — 199	40	12850	47	11650
50 — 99	16	12250	40	10850
under 50	6	10150	47	9550
TOTAL	141		187	

Executive Housekeeper

SOURCE: Hospital Administration in Canada, July 1976.

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